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THIS REPORT TO CONGRESS DISCUSSES THE HISTORY, FINANCIAL POLICY, VOLUNTEER PROGRAMS, AND RATIONALE OF THE PEACE CORPS, WITH EMPHASIS ON PLANS TO IMPROVE TRAINING AND EXPAND ITS PROGRAM. PEACE CORPS TEACHING, COMMUNITY DEVELOPMENT, AGRICULTURAL DEVELOPMENT, AND HEALTH EDUCATION IN VARIOUS DEVELOPING COUNTRIES ARE REVIEWED AND EVALUATED. A PROPOSAL (INCLUDING BUDGET, RECRUITMENT AND PERSONNEL POLICY, AND TRAINING CURRICULUM) IS SET FORTH FOR A PARTNERSHIP EXCHANGE, AND AN EXCHANGE PEACE CORPS, IN WHICH FOREIGN VOLUNTEERS WOULD CONTRIBUTE TO THE SOCIAL AND EDUCATIONAL DEVELOPMENT OF HOST COMMUNITIES BY TEACHING NATIVE LANGUAGES AND CULTURES AND ASSISTING "VISTA" VOLUNTEERS. THE 1965 AND 1966 PEACE CORPS BUDGETS, AND THE PROPOSED 1967 BUDGET OF $112,150,000 FOR BASIC PEACE CORPS WORK (TITLE I) AND FOR THE PROPOSED EXCHANGE AND VOLUNTEER PROGRAMS (TITLES II AND III), INCLUDE VOLUNTEER AND PROJECT COSTS (PRETRAINING, TRAINING, OVERSEAS COSTS, ALLOWANCES, AND RESEARCH) AND ADMINISTRATIVE EXPENSES (PERSONNEL, MAINTENANCE, SUPPLIES AND EQUIPMENT, TESTING, AND TRAVEL AND TRANSPORTATION). THE DOCUMENT INCLUDES STATISTICAL PROGRAM SUMMARIES AND VOLUNTEER AND TRAINEE DATA. (LY)

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PEACE CORPS

CONGRESSIONAL PRESENTATION

FISCAL YEAR 1967

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INTRODUCTION

INTRODUCTION

The spring of 1966 finds the Peace Corps in a period of transition.

It is the purpose of this presentation to outline the direction of such transition and to explain its relevance to the future of the Peace Corps.

The lessons which mattered in the earliest years were in the task of developing the Peace Corps organization itself. In such effort, fortune seemed to smile on us almost endlessly. Peace Corps Volunteers quickly passed the days of derision and name-calling. Volunteers won acceptance at home and overseas. With unexpected speed, they began to score achievements abroad, and such achievements justly have been reported and repeated in our own land and throughout the Free World.

Witness the results, moreover, in a recent edition of a Czechoslovakian political journal:

> "It must be admitted that the Peace Corps Volunteers have indeed established close contacts with local inhabitants in many countries. The overwhelming majority have succeeded in adjusting to the unfavorable climatic, material and other living conditions of the new surroundings. This has been the basis of their success. Their activities have produced concrete results in education, health services, construction of various installations, etc.
>
> "The Peace Corps is an extraordinarily important tool for anti-communism. It achieves its goals not with subversive activities, but in contrary--with most effective help in those sections of national economics, culture, education and welfare and in other branches of life where the developing countries feel the acute necessity of help.
>
> "The success of the Peace Corps should also provide us with food for thought....there is no doubt that the Peace Corps brought a good deal of results, which helped toward the faster development of the countries of Asia, Africa and Latin America....If the altruism of young Americans has produced positive results in spite of the fact that the Peace Corps' intrinsic nature is to serve the policy of American imperialism, think of the results the altruism of our own young people could produce if their efforts were allied with the humanistic goals of our own foreign policy."*

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*Jiri Hybner and Valdimir Novak, "The Peace Corps - U.S.A.", Mecinarodni Politica (International Politics), April, 1965

Despite the sour grapes at the end, the message is clear.

Indeed it should be, for the fact is that the Peace Corps has proven an overwhelming success in terms of its popular appeal. We believe most Americans still think of the Peace Corps in these terms. They see it as an interesting experiment in junior diplomacy at the grass-roots level. They like it--they are even proud of it; but it hardly seems essential.

The lessons which matter now, however, have little to do with the Peace Corps' popularity. Rather, they have to do with its lasting significance as an instrument of peace and understanding. Popularity and acceptance, in such cases, are unquestionably of value. But they can also pose a dilemma.

The problem was clearly outlined in our Fourth Annual Report of June, 1965:

> "The press habitually celebrated the Peace Corps in capsule success stories about the Volunteers, sufficient both to the purposes of popular journalism and the limited curiosity of the readership. Collectively these stories created an engaging folklore of attractive young Americans piping the wayward masses of the underdeveloped world to the paths of progress and enlightenment.
>
> "The result of this facile image-making on the one hand and the failures of articulation on the other was a suspension of serious public inquiry about the Peace Corps. Congress alone continued its scrutiny each year, but the national mood was one of self-congratulation over an unexpected gift horse. Accordingly, it came to be the mixed fortune of the Peace Corps that it was loved without being understood."

We have nothing but pride and enthusiasm for what our first Volunteers have achieved. We have no doubt, moreover, that a few hundred thousand more Volunteers will multiply such achievements in years to come. From the beginning we have been building toward that end: a sizable body of Volunteers turned to useful work overseas. We shall continue in that direction--and for FY 1967 the Peace Corps is requesting $112.15 million for that purpose.

Such a sum contemplates a Peace Corps of 15,350 Volunteers and Trainees plus 800 Exchange Peace Corps Volunteers, representing a total growth of more than 15% over Program Year 1966.

But growth, this year, does not concern us quite so much as it has in the past. Right now we are far more interested in assuring that neither growth nor popularity obscures our path toward lasting value. Every step marking transition in the Peace Corps is stimulated by that objective.

Thus, we made the past year one of significant self-discovery.

The year began with a wide-open Conference of Returned Peace Corps Volunteers, where we learned that we had hardly scratched the surface in seeking insight and information from that "remarkable group of young people, surfacing in our midst".

As a result of that conference, a group of prominent educators and other leaders closely associated with us, prompted the Peace Corps to begin a long season of examination with them into the Peace Corps' potential relevance for meaningful service, not only overseas, but also in the American community to which Volunteers would return in increasing numbers. The dialogue thus established has been continued throughout the year.

Also in this year, reports of the first significant field research into our effectiveness became available. Moreover, we acquired for the first time a Director of Planning. Finally, the year ended with the appointment of a new Peace Corps Director.

As the new year begins, we are impelled by fresh determination to assure every Volunteer a chance to serve at his highest capability. At home, we seek to do this by shaping new relationships with institutions sharing with us the job of recruiting, selecting, training and supporting Volunteers overseas. Better training has become a keystone in our planning.

Overseas, we are seeking to assure greater impact through careful review of the nature of Volunteer assignments and by devising new relationships with host country and U. S. agencies in the field. A special effort is being made to improve support for Volunteers by reducing the number of staff vacancies overseas.

WHERE ARE WE GOING

WHERE ARE WE GOING

--OVERSEAS

The work of Peace Corps Volunteers overseas has tended to fall into four principal categories: about half teach; a quarter serve in community development programs; 10% serve in health programs; and another 10% serve in agricultural development.

The requirements of developing countries are unlikely to change substantially in the near future. Thus such categories of Volunteer service will probably prove fairly stable. (We expect to see some increases in health and agricultural work as we increase our ability to help notably by attacking more complex and critical problems in these areas.)

Meaningful change is going on beneath the surface, however, our projects are changing to reflect growing host country understanding of Volunteers and of the Peace Corps idea. We have survived a trial period of skepticism about motives and curiosity about capabilities. Host country officials had to learn about the Peace Corps and what it could help them do. We now sense a new readiness to plan and use Peace Corps Volunteers to better advantage as an integral part of major efforts toward change and growth. Where overseas leaders used to look at us, now they are looking to us for help. Host countries have discovered that the Peace Corps can help solve their most pressing human problems and, in doing so, further the causes of world peace. Several new programs evidence this transition in the nature of our service:

In India, five years ago, an initial program of 24 agricultural Volunteers was accepted with barely concealed skepticism. Seven hundred Volunteers are serving there today in agriculture, health and education. They are working with both individuals and institutions; they are working on change. In response to Prime Minister Gandhi's urgent request for assistance in meeting India's critical food problems, the President recently called for a dramatically expanded Peace Corps effort. Before the end of 1966, 1,600 Peace Corps Volunteers will be serving in India, about 1,100 of them as agricultural workers in the Indian Government's Intensive Agricultural Areas Program. As have their predecessors, they will live in Indian villages working with the small farmer upon whom the real solution to the food problem depends. As have their predecessors, they will leave behind more Indian friends than economic achievements, more changed attitudes than changed indices.

In Bolivia, initial tentative efforts in community development have blossomed, with the assistance of A.I.D., into a national community development program that will put hundreds of trained workers into the villages of Bolivia with Peace Corps Volunteers at their sides. The Peace Corps Volunteer in Bolivia has demonstrated his special competence in assisting the Indian in his long-delayed move toward citizenship and dignity.

In Thailand, where Volunteers have served in education since 1962, Thai officials have been so impressed with the competence and dedication of Volunteers that they have asked the Peace Corps to mount programs of social change and economic development in the critical northeast sector. In that area, which is traditionally beset by the problems of poverty, sickness and disease and more recently harassed by new threats of political infiltration and subversion, Volunteers are working in malaria eradication, village health and sanitation and rural community development.

Nowhere has new willingness to venture and to alter long-hardened practice and tradition yielded broader or more encouraging results than in our A.I.D.-supported program in educational television in Colombia. From a start of near zero when school telecasts began early in 1964, educational television now reaches nearly a half-million primary school children and 6,500 teachers in seven departments of Colombia stretching from the center of the country at Bogota 400 miles north to the Caribbean. Limited to a few morning hours at the beginning, educational broadcasts now occupy virtually all daytime television. Courses in all primary grades and subjects are on the air, and a new program of televised instruction in adult literacy is underway.

Colombia is a mountain country whose people have grown insular in their valleys and villages. Often the airplane came before the highway or the railroad. Moreover, politics has tended to tear the nation asunder; over 200,000 people have lost their lives in political and family feuds in the last twenty years.

Now the nation's leaders see in educational television a powerful force to help weld the people into one nation. For the Peace Corps, at the outset, however, educational television spelled the unknown: new skills, special talents, untried dimensions. For the Colombians, it meant crossing barriers never breached before: the demarcation between the highly traditional Ministry of Education, and the highly suspect, experimental glamour-world of television broadcasting. Only slowly were new institutions created, new skills successfully applied.

Future Colombian leadership in the field is now being trained, on the scene, through an informal exchange agreement between the Peace Corps and a Colombian university. Such a step is of unusual significance because university programs leading to careers in educational broadcasting, or any form of television broadcasting for that matter, have been virtually unknown in Latin America or anywhere else in the developing world until this time.

There are other important illustrations of more significant Peace Corps impact in the field of education. During our first three years, Volunteer teachers ordinarily were used either to fill the shoes of departing colonials, or to expand the school systems. But inevitably they demonstrated that they had something else to offer:

the Volunteer brought enrichment to a teaching tradition steeped in rote learning. He insisted that his pupils should do more than learn to memorize facts and rules: he demonstrated that they could learn to understand, that they could learn to apply their intelligence to the world around them.

In Tanzania, the Peace Corps has helped change official attitudes toward technical education. The traditional, formal English system of education was maintained after independence, and hundreds of Peace Corps Volunteers have served in that system as teachers in upper primary and secondary schools. But in Tanzania, as elsewhere, the traditional system provides only limited preparation for the life most people lead. Therefore, Volunteers have sought patiently to induce acceptance of technical education with potentially broader advantage for the nation's development.

They have succeeded. For the first time, the Ministry of Education has requested agricultural and vocational teachers. The Peace Corps will supply them. Such a breakthrough heralds a significant change in the direction of education in Tanzania. Progress in that direction will be slow but we shall be pleased to share in it.

Even more important, the basic philosophy of the education system is being rethought. President Julius Nyerere of Tanzania (a teacher himself) stated recently, "It is no use the teachers giving to their pupils the answers to existing problems of our nations. By the time the pupils are adults the problems will have changed. Instead they have to develop among their pupils a 'problem-solving capacity'--an ability to think to reason and to analyze the skills and the information they have acquired, and thus create new ideas and new solutions to new problems."

Such new methods pay dividends in enriching local education. In the Philippines, nearly 100 Volunteers are making a strong professional impact by introducing the new math into the Filipino school system. In a recent district-wide examination in Davao, public high school students taught by the Volunteers swept the top six prizes for the first time. In the past the honors had almost always gone to private school students.

As progressive leaders of the emerging nations are becoming more aware of the impact of Peace Corps Volunteers on education, more Volunteers are being requested and they are moving into programs of broader influence. During the next year Volunteers will be training 60,000 young teachers and through them reaching literally ten million students each year. Through such impact, we can begin to realize most profoundly, the potential of Peace Corps service in the cause of human understanding and peace.

We are beginning significant programs in the field of medicine. In Malawi, a successful pilot TB eradication program has demonstrated that Peace Corps Volunteers working under the supervision of a few professionals can achieve a major step toward elimination of a disease within a country. Working with Malawian counterparts, they conduct health surveys, administer tests and treatments, and visit, exhort and persuade patients, thus providing the necessary and usually missing follow-up which means saved lives instead of wasted resources. A University of North Carolina research study of this project is underway. Already, we have learned that Volunteers have been able to get significant results in convincing villagers to undergo diagnosis for tuberculosis and, where appropriate, accept treatment: of 16,000 villagers tested for tuberculosis, 400 were found to be infected--but after six months, all but one of these 400 were still adhering to the required daily medication. Such results are demonstrating that Liberal Arts graduates can serve effectively in a technical field. Thus we have been encouraged to develop other equally ambitious programs for such Volunteers.

New programs are now in preparation, opening the way for new kinds of Volunteer skills overseas. For some time, artists had few opportunities to serve in the Peace Corps. Now, 80 Volunteer artists are providing the necessary personal guidance required to make headway in a program to expand the production and sale of handicrafts in Peru, Colombia, Bolivia and Ecuador. They are helping local Indian craftsmen to organize cooperatively in order to overcome century-old practices which have hampered effective competition for modern markets, and which have tended to keep them outside of their nation's society.

Also, Americans from the performing arts are in training for a program aimed at bringing new life to community development in Latin America. Volunteers will work with theatre groups and other performing organizations to teach lessons which are not easily learned by lecture or from books, by people who have never been to school. Through drama, music, dance and ritual Volunteers will carry to urban slums and rural villages the concept of common heritage, helping to develop a sense of community and a pride in national achievement.

New countries beckon. In 1963, the Peace Corps was in 46 countries. We are in 46 countries today. We have never had enough Volunteers to meet all demands. Almost two dozen other nations have sought Volunteers in the past, and we are moving to fill some of those requests now. For many Volunteers, such new nations are especially attractive for they offer an opportunity to be the first on the scene--to break new ground. In the last few weeks, we have announced new programs in Korea, Chad, Bechuanaland (Botswana, when it gains its independence shortly), and British Guiana, and before the end of the year we plan to send Volunteers in response to requests from at least three more countries. In Korea, Volunteers will teach English, the sciences and physical education. In Chad, Volunteers will serve in programs in education, health and agriculture development. Volunteers in British Guiana will work principally in the fields of health and education. The 30 Volunteer teachers who will serve in Botswana cannot help but play a significant role in that nation's development: The country has a total of 32 college graduates and 64 secondary school teachers.

--AND AT HOME

This year, almost as many Volunteers will complete service overseas as returned home during all of our first four years. By the end of the present decade, more than 50,000 Americans may have served in the Peace Corps. By mid-1967, our alumni will outnumber Peace Corps Volunteers overseas. The scales will be forever tipped thereafter in their favor, barring unexpected surge in the Peace Corps' growth.

For important segments of the American people, the returned Volunteer _is_ the Peace Corps. People, as Vice President Humphrey has said, "are now aware of a constructive new force in our nation, a force that is measuring and challenging our society, which is not satisfied with things as they are, which is determined to work for progress, which believes public service to be a duty, not a choice." The Vice President adds, they are"...concerned, not only for the quality of American life and our social institutions but how they, as individuals, could make a difference."

They dealt with the Peace Corps candidly during a Conference of Returned Volunteers last year. In so doing, they probably reset the pattern of our relationship with them for years to come. We discovered, for example, that returned Volunteers seek no special privilege or organization. They seem intent on service in America.

If they succeed, they will lend unprecedented vitality to the Peace Corps' assigned mission of spreading international understanding at home. They may do far more than help shape the Nation's understanding of the Peace Corps. They may shape the Nation as well. Certainly their first-hand knowledge of what are rapidly becoming key parts of the world representsa valuable and unique national asset. In certain languages (for example, Swahili, Hindi, Malay, and Thai) Volunteers have provided our country with hundreds of linguists where only a handful existed before.

Experience shows that half of all Volunteers change their career goals as a result of Peace Corps experience. For many this means training for a different field or advanced training in the old. For this reason, 40 per cent of all former Volunteers enroll in a college or university upon their return. Their fields of study range from sanitary engineering, public administration, and business administration to social work, library science, and guidance.

Recognizing their potential contribution, 60 institutions have set aside 300 scholarships for returning Volunteers and a special Ford Foundation grant has provided fellowships for over 100 former Volunteers.

Half of all Volunteers serve overseas as teachers. Of these, only a third planned careers in education at the time they entered the Peace Corps. After service, twice as many want to teach. Many of the first Peace Corps teachers to return faced barriers raised by teacher certification laws. This fall, 16 cities (ranging from Durham, New Hampshire to Miami, and from Philadelphia to Seattle) have agreed to hire returning Peace Corps teachers and let them teach while completing certification requirements. They will continue to make a significant contribution to our society's educational efforts.

Returned Volunteers are making a difference right inside the Peace Corps. Three hundred twenty-five are serving on our staff, at home and overseas. They exert influence at every level to assure that what we do, in the preparation and support of Volunteers overseas, is relevant to Volunteer needs as they have learned them first hand. Indeed, returned Volunteers are leading the way as Peace Corps country directors in Ghana and Bechuanaland.

Former Volunteers have also provided a new manpower resource for the War on Poverty. Over 140 are working in programs related to the Great Society, including 63 teaching in Job Corps centers.

On the other hand, over 500 have joined private industry. The General Electric Company, Kaiser Industries, Avis Rent-a-Car, The Coca-Cola Company, International Business Machines, the Ford Motor Company and Levi Strauss and Company are among the business firms in all parts of the country which have expressed particular interest in employing returning Volunteers.

Secretary of State Rusk and USIA Director Marks have expressed their personal interest in using Peace Corps service as an internship for international careers. Ten former Volunteers have been appointed as Foreign Service Officers by the Department of State and five by USIA. One hundred twenty-seven other Volunteers are in the Foreign Service selection process now.

Much has been said about the "re-entry" problems faced by returning Volunteers. Some psychologists tell us it is not much different from the problems faced by servicemen returning from overseas or by recent college graduates. The Peace Corps Volunteer's "re-entry" is different, however, because he is seeking in the United States the same challenge which was so obvious in his overseas assignment. The search is not merely for a job, but for work which will carry the same opportunity for service, the same room for initiative, and the same total use of resources which most Volunteers experienced overseas. In such attitudes toward their own futures at home, as surely as in the tales they tell of their experiences, returned Volunteers convey to Americansociety their own understanding of the problems and aspirations of the people of the developing world.

The impact of the Peace Corps in increasing understanding at home is nowhere better expressed than in the following notes from Russell Schwartz, the former Volunteer who will head our new program in Bechuanaland. He represented the Peace Corps at the funeral of Stanley Kowalczyk, a Volunteer who died while serving in Nigeria.

NOTES FROM GILMAN, THE WEEK OF APRIL 18, 1965

Russell Schwartz

You drive 65 miles from the moteled outskirts of Eau Claire, Wisconsin, to reach Gilman, where Stanley Kowalczyk lived. Gilman is a Mid-western town, with one wide paved street, pot-holed by spring thaw, and scattered houses, churches, paths and roads behind. It is a rural town, where the one industry is the cheese factory where Stan once worked, where there are 1,400 students in the high school, but only 400 people live in the town. They are Polish, and Irish, and German. Many grandmothers speak no English. There has never been an African in Gilman, and a Negro has never lived there.

The men of Gilman speak of Europe and Russia, and most of them fought in Europe twenty years ago. Today, some argue that we have the same obligations to Viet Nam as they had to Europe then. But Gilman's obligations to men abroad have been seen in the absolutes of freedom and tyranny, rather than the intangibles of good will, good bridges, and understanding. Few thought seriously about service to Africa, or any other land, and none imagined death in the course of service. To Stan's parents, to his family and town, Stan's death raised one terrifying question. Was this death to be accepted as a tragic flaw in the pattern of rural Wisconsin life, or could there be in it an extraordinary extension of Wisconsin lives and values? Does indeed the firm old-country brotherhood of Gilman extend to Aguata, Nigeria?

Stan joined the Peace Corps at twenty, and his parents assented. His mother, Stella, supported the decision simply because she was very close to Stan. If Stanley wanted to join, then she wanted him to be happy. Ed Kowalczyk, Stan's father, was skeptical. But if a son was old enough at 16 to be a partner on the farm, then at 20 he was old enough to make his own decisions. In his seven months in Nigeria, Stan wrote bright, earnest and engaging letters which conveyed the frustration and the reward of life in Aguata. He wrote of the temptation to spend Christmas in Enugu, and of the joy of spending it with his Nigerian friends in Aguata. He recalled his struggle with the town pump, first no luck, then village triumph. His father read the letters, nodded, and knew how each gasket had been placed. After seven months, his parents were proud of Stan's job, his happiness and his ingenuity. They, like most Peace Corps parents, had placed no ultimate value on Stan's work. But the Kowalczyks, unlike most parents, were forced to do so.

I took a left turn, a mile west of town, and drove half a mile to the end of the road. The Kowalczyk's farm of two hundred acres rests on the edge of a long, flat hill. A dark gray barn stands there and a simple house built by Ed and Stan Kowalczyk, and the signs and remnants of small farm pragmatism in big farm times: an old refrigerator set up as a smoke house, four Plymouths at hand to stock parts for two, an electric welder, and stacked lumber. In the barnyard wet with thaw a pickup truck was backed against the door. Ed, and his now eldest 16 year-old son, Joe, were unloading feed. Ed is a shortish man, modestly built, with a warm and very tired face. Joe is a tall thin boy with glasses, clearly bewildered. They shook hands with me mutely, and Ed said they'd meet me inside in a few minutes. Stella Kowalczyk, with long hair and sweet face, met me at the door, said that I must be Rus, and thanked me very much for coming.

Ed, Stella, Joe sat with me in the living room and we talked at length: about Stan, whomI had seen at Aguata eight weeks before, about my own brother who died in a comparable effort to expand his horizons, about the risks in any life, and about the sometimes added risks of a meaningful life. After that hour, I lived with the Kowalczyk family as one more member in a very troubled time. I ate with them, drank with Ed, swept the barn, listened to Stella. Ed showed me Stan's tools, and Stella told me how Stan had been a "good boy, he didn't run around, and wanted to help when help was needed." I stayed with the Kowalczyks for three days, then, and followed them from confusion to acceptance. I watched them discover their own values in Nigeria and Nigerians, and I consider it a high honor to have had that privilege.

On Tuesday noon, George DeWan called to tell me that the Nigerian Embassy was going to send a representative to the funeral. Mr. Douglas Hembah, the Administrative Attache. When I told Ed Kowalczyk, he did not respond. He remained silent and left for the barn shortly to do chores. Stella asked quietly, "That Nigerian fellow, he'll be black won't he?" Yes. He will be. There had never been an African in Gilman, and a Negro has never lived there. Stella thought it would be good for Hembah to attend the funeral and said she would try to talk to Ed about it. She didn't think the problem would be Ed so much, but perhaps the others at the funeral. Hembah's coming, of course, was proof that Stan's work had not been wasted, but I doubted that rational facts mattered just then.

On Wednesday afternoon, Stella, Ed and I went to town and stopped at the Gilman cafe, owned by a cousin. We drank, and talked, and then Ed took me down the bar, introducing me to three weathered, ageless farmers. We talked of Stan, and of the accident, and I remarked that Hembah would be coming--the more townspeople who knew that he was coming, the less sensitive might be his appearance. The farmers nodded and absorbed the fact. Ed suggested we go on to the funeral home.

We had been sitting in that chilling rural parlor for an hour or more, nodding and whispering to scattered visitors when a jacketed man strode in with some haste and purpose, went immediately to the casket, knelt and meditated. He rose briskly and walked by, saying "Ed, I've got to talk to you." I heard whispering about the Ambassador on the porch. Ed said they had better ask Russabout this and they called me out. I thought, Oh God, there's going to be an incident. This whole thing is going to fail.

Ed introduced me to his cousin, Gus Kowalczyk, who began, "About this Nigerian Ambassador....," while my heart sank. "If this man is coming all the way from Washington, we've got to treat him right. We have to introduce him to the Mayor; we have to give him a chance to speak; and someone will have to escort him through the funeral ceremonies."

We met Hembah just before eleven p.m. He is a small man, modest, seeming deferential, with dark coat and briefcase. I had hoped, in my mind's eye, for a towering, hand-grasping respresentative who would bowl over Gilman by sight alone.

We arrived in Gilman, about 12:30 Thursday morning. We stopped first at the funeral home to see Stan and to meet the funeral director--who happened happily to be the Mayor. Half an hour later, we arrived at the Kowalczyk's farmhouse. The relatives from Chicago and Milwaukee had arrived--some twenty people were gathered in the one main room. Douglas Hembah knew little of the situation except by intuition, but he began: earnest, a trifle awkward, and very effective. Hembah did not open the hearts of Gilman because he was towering, or hand-grasping, but he was terribly upset about Stan's death, his concern was clear and deep, and he was sometimes at a loss for words to explain it. Here was one more person, very much bewildered with events. In his effort to help Stan's family, he showed them that we are all brothers.

A member of the Nigerian Embassy had met Stan in Aguata a few months before, remembered him, and could testify to Douglas that Stan's work had indeed been effective, important, and well received. Douglas spoke with simple honesty. It was clear by the time that we arrived that Hembah's coming had been discussed, and that the family had decided to give him a thoroughly appropriate reception. When Douglas finished his remarks, there was a pause, until first one, then the next asked awkward, sometimes horribly naive questions about Nigeria, Africa, or catholicism abroad.

But the importance, as Douglas immediately knew, was in the asking, not in the questions, andthe halting conversation grew. The children and women withdrew to one side, while the men, Douglas, Stella and I ate cake and drank coffee at the dining table. Douglas, in gray suit and coffee conversation early in the morning, was accepted into the Kowalczyk family. Stella presented to him a jar of maple syrup, tapped on the farm in early spring, and a piece of sausage, smoked in the yard last fall. They, "aren't very much, but they are part of ourselves." Stella has a very real sense of style and beauty, which give to her a universal grace. Finally, as the night drew on, she rose to read a passage from a citizenship award, presented to Stanley as he graduated from high school. It challenged Stan to dare, to dare to do better and to dare to do best. Until this early morning, she said, they had planned to inscribe that challenge on Stanley's headstone. But now, she and Ed had decided to inscribe: "We are all brothers; perhaps we can help one another."

On Thursday, the morning of the funeral, Douglas wore a flowing white riga and cap; he was escorted proudly and warmly from the funeral home to the church to graveside to the wake by Gus Kowalczyk. Gus' son, in fine-pressed khaki, myself, and seven high school classmates were pall bearers in the snappy April thaw. Spring was coming. Douglas Hembah conveyed the sorrow of his country and his friends at the final, graveside service. The flag was folded; I presented it to Stella. The services were ended.

The finest institution of a Polish funeral is the wake following the ceremony. A hall is contributed, the neighbors bring food, and the family puts drinks on the house. It is a time that says we have had all the strain we can take at this point. At one end of the hall was the bar, where Douglas and I, as honored guests, drank several whiskeys with Ed and Gus Kowalczyk. We then led a long buffet line, where half a dozen women piled on cold cuts, hot rolls, coffee and cake. We sat with the Kowalczyks at one of ten, long tables for our last family meal. Stan's grandmother, winked and tried--in Polish--to match me with each young girl. A man from the *Eau Claire News* asked if he could do a story. A junior from the high school asked if Douglas and I would speak for a few minutes at the school. We were escorted there by Gus and Dave. We spoke of Stan's death and emphasized that the tragedy should be the foundation for increasing understanding. We then spoke of Nigeria and the Peace Corps, to that end.

Douglas and I returned to the Kowalczyk farm. We reminisced a few minutes, and then Stella took Douglas around the barn, the yards, and the home where Stanley lived. We went back into the warmth and shook hands all around. Ed and Stella walked out with us, thanking us deeply. As we started the car, Stella ran across the yard and stopped us for a moment. She asked Douglas, as a final gift, if something could accompany their American flag. Could he send them the flag of Nigeria?

WHO'S GOING WITH US

WHO'S GOING WITH US

Transition toward work of lasting relevance in the cause of peace overseas, logically, begins at home in the selection and training of first-rate Volunteers. Peace Corps Volunteers overseas work in some of the most highly unstructured situations imaginable. Underdeveloped countries frequently have underdeveloped jobs. Before the Peace Corps no one had attempted to train large numbers of young people for the kinds of challenges and opportunities Volunteers confront. We had to start from scratch. And we had to learn the hard way. We began by giving Volunteers a cram course, rather than educating them. Our training programs were as over-structured as their overseas assignments were unstructured. We tried to teach too much. For example, the Peace Corps Training Guide to universities distributed in 1962 took four pages just to outline the contents of the World Affairs course we wanted our Volunteers to receive. And receive it they did, in lecture halls, drills and all the other tight patterns of the controlled university situation.

We needed to give them just the opposite. A special Peace Corps task force on the education of Volunteers emphasized the need to create open situations where Volunteers could formulate their own answers and approaches just as they would have to do overseas. Moreover, relevant practical experience had to be stressed.

For such needs, the lecture hall was not the answer, and training institutions have turned instead to seminars and discussion groups where trainees are full and free participants. Training institutions are transiting toward integration of all training components, the better to relate language, area and technical studies and American studies to overseas assignment.

In these and other ways, we are shaping training programs to better prepare Volunteers for the self-direction, self-discipline and individual resourcefulness so necessary overseas. One of our more successful programs was conducted at the University of Missouri where trainees for Nepal met in "panchayat" (the basic unit of democratic organization in Nepal) to organize their own training. Similarly a community development training program, which required the trainees to pick and choose from available training resources and to organize themselves to make use of those resources, was tried at Puerto Rico last fall, with considerable success.

Virtually all training programs now have a substantial segment of field experience, frequently in the communities where the university is found. For trainees, this means they can receive practical experience, for example, in community action programs in Harlem or Spanish-speaking communities in the Southwest or in Puerto Rico; or, Volunteer teachers can practice teaching in areas of urban or rural blight.

We have also responded to the Volunteers' need for tools of communication. This meant more and better language training. Where Volunteers used to leave the country with an average of under 200 hours of language training, the average is now over 300 hours and climbing. Also, we have continued and improved our advance training program which began in the summer of 1964, especially for those Volunteers whose assignments involve difficult skills or knowledge of more than one language. In this program qualified applications generally begin Peace Corps training during the summer between their junior and senior years of college. Thereafter they leave the Peace Corps and return to their respective campuses for their senior year, during which they are expected to continue preparing themselves for Peace Corps service with the advice and assistance of a Peace Corps training institution. The training institution aids their continuing language study by providing special tapes and materials and encourages them to participate in community action programs relevant to their overseas assignments. It also provides guidance in selecting courses and outside reading and conducts mid-year conferences to give the participants an opportunity to discuss with the Peace Corps and each other their progress and to receive additional guidance. After graduation, they again enter the Peace Corps for a second, shorter period of training prior to assuming their responsibilities as Volunteers overseas. Peace Corps Act Volunteer authorities applicable to applicants during "any period of training" are not applicable to these participants during their senior year because during that time they are not in a "period" of training.

Logically, the next step should be more training in the host country. We have made a promising beginning. Last summer, Volunteers for a rural community development program in Turkey followed U.S. Training with six weeks in a typical Turkish village near Ankara. A similar successful training program was conducted in Bolivia last summer, and another will begin shortly in the same country.

Universities throughout the United States have joined the Peace Corps in our new educational efforts. We will continue to rely heavily on them for the preparation of Volunteers. At the same time, we are increasing the capacities of our own "in-house" training centers in Puerto Rico and the Virgin Islands. These now afford ideal cultural, linguistic and social environments for over 1,000 Volunteers each year and enable us to experiment with new training approaches. Six separate training programs for five different Latin American countries are being conducted in the Puerto Rico camps this spring. Our success in St. Croix with training for Africa should soon lead to the establishment in St. Thomas of a second Virgin Islands training center for West African programs.

The private sector is also contributing to training Volunteers. Favorable experience in the Office of Economic Opportunity with training programs conducted by private industry has led us to renew efforts to develop similar programs. In the past such programs have been limited to a few, short, technical training programs, such as that with the Caterpillar Tractor Company at Peoria, Illinois. We have already signed a contract with Litton Industries; contracts with Westinghouse and

General Dynamics are nearing final negotiation; and we plan to request bids from other industrial and other private concerns for full participation in a number of training programs for the coming summer.

The bulk--certainly the most meaningful part--of our new trends in training, we have learned from the best possible source: our Volunteers overseas. Through their experiences, we will continue to learn.

Among other things, they have taught us that much of what a Volunteer must know overseas can only be learned overseas, on the job. Technology does not travel well. Technology is the product of a tradition and an environment. Transplanted, there is no guarantee it will take root. More often than not, it must be adapted to suit a different soil.

For example, Volunteer Diana Paviso describes her experience working in preventive medicine with African villagers:

> "The sessions were difficult for them and they were often frustrated. All their former beliefs about disease were being challenged... Their own language did not have words for the concepts that were being presented to them.
>
> "When they did not understand, they presented questions and offered their own explanations. That was their contribution to me. They were teaching me about their frame of reference--their theory of disease... It was through their talking that I was provided the clues that would enable me to better adapt my talks to their frame of reference. The villagers had to speak to me first before I was able to speak of anything meaningful to them..."

In such humbling encounters, Volunteers discover early that in order to teach one must first learn. Moreover, they learn that often they must hold in check their own inclination to leadership, in order to encourage leadership in others--for the only meaningful victories overseas must be their victories, not our victories.

We are applying such experiences to the selection of Volunteers. We are seeking people willing to learn slowly, the hard way. Programs which afford trainees wider opportunity for field experience also enlarge the opportunity for the trainee and the selection staff to observe and evaluate reaction and performance under responsibilities and stresses more akin to those found overseas. Moreover, such trends have made self-evaluation more realistic, and with encouragement from the selection staff, self-selection from training has increased substantially during the past year.

One element of our selection processes received special attention recently. Last year, two Congressional committees, the Senate Judiciary Committee's Constitutional Rights Subcommittee and the House Government Operations Committee's Special Subcommittee on Invasion of Privacy, held hearings on invasion of privacy.

From the start, the Peace Corps has tried to safeguard the privacy of the data which its selection process develops about Peace Corps Volunteer trainees. But these hearings caused the Peace Corps to review and reevaluate its procedures.

As a result, the following new procedures were established:

1. No Peace Corps trainee will be required to take any psychological test or answer any particular question on such a test. A trainee's decision not to take a given test or answer a particular question will not disqualify him.

2. The express permission of the Peace Corps' Selection Division will be obtained before any trainee is given a psychological test other than those tests already reviewed and approved by the Director of Selection.

3. Trainees will not be asked to answer test questions whose answers are not actually used in the selection process unless required to develop new selection procedures.

4. After final selection is completed, the training program psychologists will promptly send to Peace Corps/Washington by registered mail all data developed by the selection process. Generally, this data will be promptly destroyed if the trainee was not enrolled as a Volunteer and assigned overseas. If he was assigned overseas, it will generally be retained but only until after his service is completed. However, all psychological test data will be destroyed promptly after the end of training unless required for necessary research.

Selection process research will be carried out only under the following guidelines:

1. Such research will be undertaken and used only to validate the Peace Corps selection process and not for any general research purposes.

2. No data will be used without the express permission of the individual concerned.

3. The identity of individuals will be carefully protected by use of codes available only to the Director of Selection and the Director of Research.

4. These codes will be destroyed as soon as the particular research study is completed.

5. Individuals will never be identifiable from the results of research studies.

As has always been the case, selection process data will generally be collected only by, and available only to, fully qualified psychologists. They are obliged by the ethics of their profession to preserve its confidentiality and use it only in the Peace Corps' selection process.

Our increased efforts to improve Volunteers' effectiveness does not stop at the water's edge with improved selection and training. As Volunteers begin to cope with more complex problems overseas, they require better professional assistance and support. Our transition in this regard is toward closer relationships with qualified supporting institutions.

We have been fortunate in our relationship with A. I. D. and other private or international agencies working overseas. Their technicians have often given most freely of their expertise, providing technical advice and assistance to individual Volunteers or projects. Now, we seek additional professional support, systematically organized for maximum effectiveness.

Historically, universities and private agencies have provided professional support to Volunteers in areas of TEFL (Teaching English as a Foreign Language), agriculture, architecture, engineering, public health, and cooperatives. Such support has included seminars, on-the-job evaluation and guidance, work with host government ministries to improve programming, assignment and Volunteer job content. About one-third of the Volunteers now overseas benefit from this type of professional support under contract, and others obtain professional assistance from Peace Corps staff members with relevant skills.

Every effort is now being made to improve the availability and quality of such professional support for Volunteers. One promising innovation is the involvement of experienced commercial firms in professional support. The first such contract was recently awarded to AGRI Research, Inc., of Manhattan, Kansas for 110 Volunteers who will begin service this September in a cooperative program in Venezuela. We are also interested in the possibility of contracts with union groups for support of vocational and industrial training programs, such as that with the United Auto Workers for a mechanics program in Guinea.

In another innovation, Peace Corps contractors are being asked to develop a "systems" or "package" approach, employing resources to assist in the improvement of Peace Corps programs. Thus they are being asked not only to supply technical supervision overseas, but also to participate in training, in long-range planning and program evaluation and, in some cases, to assist in recruiting.

Finally, intensive new relationships are beginning to evolve out of the Peace Corps' recruitment programs. In this, as in our new education programs, the universities are in the forefront. The Peace Corps must maintain broad programs of communication with college campuses throughout the country which supply the great majority of Peace Corps Volunteers. In the past, we have stressed recruiting visits. Now we are shaping programs of continuous communication, where, though the aim is recruiting, the medium is understanding. We are moved to be far more precise and descriptive about our operations. College students are demanding more than simple appeals to their altruism or their curiosity about other parts of the world. They want facts and ideas about the Peace Corps, before deciding to become a part of it.

We are reaching them in special ways:

650,000 letters will go to seniors and graduate students this year. Response has already proved such mailings are an inexpensive recruiting aid. Special information is being mailed to technicians and other professionals.

The enormous demand for agriculture Volunteers overseas has led us to seek expert assistance in recruiting them. We are planning a contract with the 4-H Foundation, whose unique relationship with Extension and 4-H Agents can best engage their cooperation in conveying to the agricultural community, the Peace Corps' need for skilled Volunteers. The Foundation's recruiting program would be far more intensive than any the Peace Corps yet has been able to mount directly. In certain states the Foundation would be responsible for the entire Peace Corps agricultural recruitment program. However, in such instances, Foundation personnel will not be performing jobs being performed by Peace Corps employees and will not be subject to supervision by Peace Corps employees.

At the same time, we are working with industrial organizations to recruit craftsmen - plumbers, mechanics and other skills.

Our changing approach to potential Volunteers is in response to the same motives which have stimulated transition throughout the Peace Corps: the need to define more clearly, where and how Volunteers can perform truly useful service overseas, in terms of national development, in terms of human relationships - in terms of service to the cause of Peace. Toward that end we seek to improve upon our ability to convey useful facts about Peace Corps service overseas. Details about Volunteer achievements, and about jobs yet to be done, should comprise the best and most attractive kind of recruiting materials. The content of recruiting and other Peace Corps publications will be directed accordingly. Also we shall rely upon reprints of news items and other articles about the Peace Corps, where appropriate.

We are continuing to rely upon the very generous, and fruitful, assistance of the Advertising Council in the preparation and placement of advertising. The series of advertisements with which we have become identified will continue, but we intend to add a new element stressing the record of Volunteer accomplishment during the last five years. Several films have been prepared for use in recruiting. We intend to use them, and also to prepare brief television film excerpts of Volunteer work abroad. Also, we have been concerned with the need to concentrate in a single place, critical appraisal of the lessons we are learning overseas, and new ideas of how to perform better. For this reason we are giving thought to a publication embodying the best scholarship we can muster from within and without the agency, to relate our experiences to the academic, business and other community and public bodies who share in our work and from whom we constantly seek support and guidance.

In such ways we seek to convey meaningful information about the Peace Corps to future Volunteers, as well as to convey understanding of problems overseas to our fellow Americans at home. Naturally we shall look for tangible results in terms of Peace Corps growth. Historically, about 50 percent of the applicants who are qualified to enter training decline our invitation. Consistently, many applicants become ineligible, accept other opportunities, or lose interest. Also, many applicants arrive at training institutions without even the most basic understanding of the Peace Corps and the job of a Peace Corps Volunteer.

Such lack of understanding affects adversely both our recruitment effort and our training activities. Thus, we have experimented in a program to conserve applicants' interest in the Peace Corps and to speed up initial orientation to the Peace Corps before the summer "period" of training begins. Last February, at the University of California at Berkeley, we held our first "invitational seminar." Peace Corps service was discussed in depth with applicants already invited to Peace Corps training. Results are encouraging. Among applicants contacted, we have learned that the great majority of those who went to the seminar undecided left intent upon becoming Volunteers. We will not have an opportunity until this summer to observe whether or not these applicants are significantly better prepared to begin their training period. Peace Corps Act Volunteer authorities applicable to applicants during "any period of training" are not applicable to participants during these invitational seminars because during that time the participants are not in a "period" of training.

In another experimental step, several graduate students at Stanford University, among them four returned Volunteers, have initiated a continuous on-campus program of recruiting and Peace Corps information.

All such steps relate to better systems by which we can convey more useful information about overseas service to future Volunteers. Recruiting Volunteers has become more challenging than it was when the Peace Corps began. This is partly due to the Peace Corps' own success. Voluntarism has achieved new significance. VISTA, The American Friends Service Committee, Papal Volunteers, International Voluntary Service, as well as many student organizations, all claim fresh attention now.

We are all in the same line of work, and we are proud that success of the Peace Corps has aided them to flourish.

For the present, military service is another sizable challenge to Peace Corps recruiting. Right now, Viet Nam is a cruel fact of our lives. Yet the testament of the Peace Corps is that war need not be a fact of life forever. Volunteers attacking the causes of war -- the ignorance, the futility and human desperation -- Volunteers providing a hope and opportunity are leading us closer to the days of world peace we so fervently seek. That we are in a season of transition makes us mindful of the fact that the Peace Corps itself is a service of transition, aiding people to move toward that time when the conditions of life about them dispel from peace the irony that, in terms of human life, peace often serves no better than war. The demands of such a service are high - yet we believe that the year of work contemplated in this presentation will be effective to meet them.

PARTNERSHIP EXCHANGE PROGRAM

PEACE CORPS PARTNERSHIP EXCHANGE PROGRAM

INTRODUCTION

On September 16, 1965, President Johnson proposed in an address marking the Bicentennial Celebration of the Smithsonian Institution. . . "a broad and long range plan of world-wide educational endeavor". Such endeavor, the President said, would be designed:

> "First to assist the education effort of the developing nations and the developing regions.
>
> "Second, to help our schools and universities increase their knowledge of the world and the people who inhabit it.
>
> "Third, to advance the exchange of students and teachers who travel and work outside their native lands.
>
> "Fourth, to increase the free flow of books and ideas and art, of works of science and imagination.
>
> "And, fifth, to assemble meetings of men and women from every culture to ponder the common problems of mankind."

President Johnson, in his February 2, 1966 message to Congress on International Education and Health, proposed that we:

"Encourage the Growth of School-to-School Partnerships

> "Through such partnerships, already pioneered on a small scale, a U. S. school may assist the brick-and-mortar construction of a sister school in less developed nations. The exchange can grow to include books and equipment, teacher and student visits.
>
> "To children, it can bring deep understanding and lasting friendships.
>
> "I recommend a goal of 1,000 school-to-school partnerships.

> "This program will be administered by the Peace Corps, in cooperation with AID, particularly its Partners of the Alliance Program. The chief cost will be borne by the voluntary contributions of the participating schools.

"Establish an Exchange Peace Corps.

> "Our nation has no better ambassadors than the young volunteers who serve in 46 countries in the Peace Corps. I propose that we welcome similar ambassadors to our shores. We need their special skills and understanding, just as they need ours.
>
> "These 'Volunteers to America' will teach their own language and culture in our schools and colleges. They will serve in community programs along side VISTA Volunteers. As our Peace Corps Volunteers learn while they serve, those coming to the United States will be helped to gain training to prepare them for further service when they return home.
>
> "I propose an initial goal of 5,000 Volunteers."

Both aspects of the program are aimed toward international goodwill and understanding. While our own people foster school construction and educational development by building partnerships for such purposes with communities overseas, volunteers from other lands would help us meet important needs in our communities and schools.

Yet, both efforts are designed to be programs of self-help. Only communities willing to contribute significantly to their own educational and social development would have the benefit of such assistance. It is contemplated that the Exchange Peace Corps be coordinated and administered by the Peace Corps, but major responsibility for operation and financing be assumed by individual countries sponsoring Exchange Volunteers, and by participating schools and institutions in the United States. Similarly, except for coordination by the Peace Corps, School-to-School Partnerships would be financed entirely by private contributions--money and materials raised through the projects of American school children, Parent Teachers Associations and others.

The proposed School-to-School Partnership program is designed to foster partnerships between U. S. schools and schools overseas, largely in lands where Peace Corps Volunteers are serving. The program would expand upon the Peace Corps' successful school-to-school program now under way in 23 countries. Under that program, American schools contribute funds which the Peace Corps applies toward self-help school construction efforts. Since August 1964, 118 American schools have contributed over $100,000 to make possible the construction of well over 100 other schools in lands where Peace Corps Volunteers serve.

Henry Norman, Peace Corps Director in Guinea, wrote:

> "The impetus given us by the School-to-School program has opened up avenues of advance heretofore blocked to us. It has permitted us to get into meaningful community development work which is productive, rewarding and enormously satisfying to the PCVs. The results so far have been so dramatic and spontaneous that the feeling all around is that we should expand our activities. I have been trying for 2½ years to reach those people at the village level. You have given us the key and you may rest assured we will use it."

The new expanded program would emphasize continuing relationships between the donor school in America and the school overseas. Thus, partnerships would flourish through teacher exchanges, and through exchanges between various organizations associated with the respective partners--such as their student governments, PTA's, international relations clubs, athletic teams, glee clubs, community service organizations, etc. In many cases, Peace Corps Volunteers would help to identify educational needs which cannot be filled overseas, and, through the Peace Corps match them with the resources of U. S. communities wishing to help.

One thousand such partnerships are envisioned this year.

Through the proposed Partnership Exchange Program, United States communities would request Volunteers to serve for one to two years in such activities as members of their school faculties and to work in their community service programs. The program would be financed largely by communities in which the Volunteers serve.

Eight hundred Volunteers would begin service or training in the United States this program year.

The program would also use selected foreign students here in the United States for short-term projects during vacations and for continuing work in neighborhood centers and other activities in communities where they are studying.

SCHOOL-TO-SCHOOL PARTNERSHIPS

> "Apart from making a contribution to the school construction programme in this country, it would, I am sure, help build bridges of understanding between the people of our two democracies..."
>
> S. K. Dey, Minister
> Community Development and
> Cooperation, India

1. The Need

> "Upon the education of its people, the fate of this country depends."

This sign hangs in a classroom in El Salvador. It could be anywhere in the developing world. In Nigeria, for example, about 40 per cent of the national budget has been invested in education. But despite such major national efforts and zeal of individual communities and citizens, needs are far greater than the resources available to meet them.

To help meet the desperate need for educational resources, over 6500 Peace Corps Volunteers are now teaching in 46 countries, dramatically increasing the educational capacities of nations facing serious teacher shortages. But these and other Volunteers have clearly seen that the need goes deeper than the shortage of teachers. There are thousands of towns and villages without any schools at all. Latin America alone needs 200,000 more classrooms. Moreover, existing schools often have no textbooks. Many children now in school have virtually no understanding of the world beyond their town. Often enough they hardly know it's there at all.

2. The Supply

We believe that many private resources in the United States would be willing and able to help. Following a very successful pilot project between the Rosendale School in Schenectady, New York and the community of Casablanca in Colombia, the Peace Corps announced its own School-to-School program. We have received countless requests for information and offers of financial and other material assistance from schools, student councils, graduating classes, boards of education and PTA's throughout this country who want to and can do something about the need for classrooms and other educational resources overseas.

3. Partnership Operation

Very simply, school-to-school partnerships result when the Peace Corps is able to match the interests of schools and communities in the United States with the educational needs of schools and communities overseas.

The role of the United States Government would be minimal. Essentially, the Peace Corps would serve as a "broker" between the American and the overseas communities. The partnerships themselves will be financed entirely by private contributions.

Before the Peace Corps suggests a particular partnership, it would assure itself, often through a Peace Corps Volunteer overseas, that the United States' school or community will fill an important need and that the school or community has exhausted its own and local resources, has the interest to commit its own energies to the partnership effort, has the ability to complete the proposed project, and has the potential capacity to maintain a flourishing relationship with a U. S. school or community.

The Peace Corps would assure itself that the American community has the resources and interest to follow through on the partnership on a cooperative basis. The Peace Corps would serve as the conduit for the United States community's contribution. Once the partnership is established, the Peace Corps would assist both communities in implementing their plans and developing the relationship.

THE EXCHANGE PEACE CORPS

1. The Need

Since World War II, Americans have sought to enrich and broaden our educational systems to the point where, as the President has said, "No child should grow to manhood in America without realizing the potential and promise and the peril of the world beyond our borders."

"World" history courses must no longer exclude the non-Western world. Language instruction needs urgently to be broadened. Other cultures must come alive -- the better to understand our own.

In such labors, people from other lands can help.

Language teachers from overseas can help meet the demand for better language learning. Other teachers from overseas can enrich social studies and history lessons with first-hand knowledge of "new" parts of the world. Thus, we can better prepare our next generation for understanding of peoples of other nations. Moreover, we can apply the same fresh point of view to our community and other social action programs as well.

Exchange Volunteers are being requested for assignments throughout the United States. District of Columbia School Superintendent, Carl Hansen, has asked for 25 Volunteers to serve as teachers, teachers' assistants and teachers' aides. School officials from Massachusetts, Maryland, California, Missouri and other states are seeking to sponsor Exchange Volunteers as language and social studies teachers for elementary and secondary schools.

Exchange Volunteers are being sought to teach at the university level as well. One of the first to ask was Samuel B. Gould, President of the State University of New York, who wrote:

> "This exciting innovation recognizes that international education is a reciprocal process--one we may learn from, and profit from. We look forward to the opportunity of being among the first of the educational institutions to receive and to use effectively these volunteers, whether as teachers in our community colleges, or as teaching

> assistants in our university colleges, helping to bring the cultures and languages of the world to our classrooms and communities. I know of no better way to stimulate interest in learning or to bring reality to the sometimes vaporous qualities of internationalism."

Five Indian social workers have been in the United States since last summer. First, they participated in a Peace Corps training program. Then, they participated in the VISTA training program. They are now engaged in community service programs in Cleveland, New Haven, New York and Philadelphia. The purpose of their being brought to the United States is to prepare them for responsibilities in India's domestic voluntary service program when they return to India this summer. But they have been extremely effective in their work, and this experience has generated much local interest in obtaining more foreign volunteers with similar qualifications.

Writing of one such Volunteer, Cleveland Neighborhood Center Director, Robert L. Bond, said:

> "While this has been short-term and limited experience, we have found that Mr. Pathik has brought to our agency and to our staff, a wealth of experience in working with people living in poverty. His point of view has been stimulating, fresh and imaginative. It is our strong conviction that the United States would greatly benefit from having five thousand "Mr. Pathiks" who would share with the American people the experience and culture of India. We would be very pleased to employ additional reverse PEACE CORPS people if this new program becomes a reality..."

Other requests for Volunteers in the field of community action have already come from the Appalachia Volunteers, the Tuskegee Institute and the Office of Economic Opportunity.

Based on these initial requests, it is contemplated that many Exchange Volunteers would teach in our schools--most of them in high schools; some in elementary schools and colleges.

They would serve as teachers, assist teachers, and be resource people in regular and special courses. Volunteers from Latin America, for example, would add an important dimension to a high school Spanish class. Students would hear and learn languages as they are spoken from native speakers specially trained to teach Spanish or French as a foreign language.

Volunteers could conduct classes in conversational Spanish or French and supplement the work of regular teachers through intensive conversational drill.

Exchange Volunteers should make a special contribution in social studies, world history, and world affairs courses, serving as resource persons for teachers as well as students. For example, graduates of our secondary schools are often only vaguely aware of the peoples and problems of Africa and Asia. Exchange Volunteers would help deepen that awareness. Their very presence in the classroom will lend immediate and dramatic impact to such courses. Moreover, they would enable schools to provide new courses on "the Emerging Nations" or "Pan American Relations". School systems could use four or five Volunteers from diverse parts of the world as a "teaching team" to supplement social studies and world history courses in one or several schools in their city or region.

Like the work of Peace Corps Volunteers overseas, the work of Exchange Volunteers should extend beyond the classrooms. Volunteers for example, can help coach a soccer team, participate in PTA meetings, or speak at church and civic clubs.

While many Exchange Volunteers would be teachers, others, including many of the foreign students, would serve in community action programs. Those who had worked with the poor in their country would bring new insights and a fresh perspective to our own War against Poverty. Thus Exchange Volunteers could serve in settlement houses, neighborhood centers, Job Corps camps, Indian reservations, child care centers, migratory laborers' programs or Operation "Head Start". Exchange Volunteers would be members of a team - adding their efforts and ideas to those of professional staff, consultants, VISTA and other local volunteers. For, as the Director of a Kentucky agency put it, "Experience indicates that the greater the variety of Volunteers with different training experience and perspectives the greater the impact of our work; for Community Action is a sharing process."

From service in Community Programs, Exchange Volunteers would gain a new understanding of American efforts - both private and public, volunteer and professional - to care for the less privileged, to give each citizen an equal opportunity to learn and work, and to develop new techniques for solving the basic problems that plague all nations. They would thereby become better prepared to serve their own people when they return home.

2. The Supply

There is every indication that other nations will respond positively to invitations to assist America in meeting our own needs through participation in the Exchange Program. While skilled manpower is critically needed overseas for ambitious social and economic development plans, many countries believe that the experience talented citizens will gain through voluntary service in the United States will so increase their own ability to contribute when they return as to more than offset the short-term loss.

Peace Corps Representatives throughout the world report that there is considerable interest overseas in exchanging Volunteers with the United States. Venezuela has indicated its interest in sponsoring Exchange Volunteers in activities ranging from YMCA work to language teaching. India is exploring the possibilities of sending more Volunteers. Israel, The Philippines, Iran, Turkey, Ethiopia, Argentina and Peru and other countries have informally indicated interest in the program.

Also, nations where Peace Corps Volunteers are not now serving have expressed interest in sending Volunteers to America. For example, Argentina is ready and Israel and Japan have discussed participation.

Another aspect of the Exchange Peace Corps would be the use of foreign students. These people will provide a reservoir of talent for short-term assignments. These students have relevant skills and interests all too often ignored. Seldom are foreign students given the opportunity to participate fully in school and community activities in the United States. Yet, many such students are expected to make important contributions to their own countries in the future. Carefully placed now in useful programs of community action where they live, part-time and in the summer, they can begin to sharpen skills and accumulate practical experience.

3. Project Development

Throughout the United States schools and communities would be supplied full information about the Exchange Volunteer program, inviting them to request Volunteers.

Assignments would be considered primarily in terms of Volunteers' contributions to a community's total educational and social efforts. Volunteers would be assigned without regard to race, religion or political opinion. In no case would they be assigned where similarly qualified people are available to do the job. "Projects" in a particular area may be in some cases filled by Volunteers from a single country. Others may draw upon Volunteers from several nations.

In making assignments, we would also consider:

a. The readiness of the school or community to assume its share of the costs of support for the Volunteer.

b. The capacity of the school or community to involve the Volunteer fully in community life.

c. The school and community's interest in and understanding of the purposes of the Exchange Volunteer Program.

Other criteria would be developed as the Exchange Volunteer program grows.

4. Recruitment

Countries invited to initiate Exchange Volunteer programs would not be limited to those where Peace Corps Volunteers now serve.

Rather, countries would be invited to participate on the basis of:

a. Their capacity to recruit and select the Volunteers needed;

b. Their understanding of and commitment to the objectives of Exchange Peace Corps service;

c. Their readiness to contribute available financial and other resources to the program.

In some cases, Volunteers with dependents may participate in the program if satisfactory arrangements can be made for the dependents' support and welfare.

With the exception of special programs for foreign students, the sponsor countries would be responsible for their own recruitment. The Peace Corps would provide sponsor countries with model informational and other materials which they may adapt and use in both recruitment and selection, as it is important that fundamental information about and the basic portrayal of the program be as realistic as possible, and consistent world wide.

Work and voluntary service should be stressed to make clear the program's seriousness of purpose, its standards for selection, the considerable in-service obligations Volunteers are expected to meet, and the sponsor country's post service expectations.

The program would seek out people who want to come to work--and work hard--rather than study; people who have demonstrated their desire to make a significant contribution in their own country and who have a good understanding of their culture and fellow countrymen.

Peace Corps Volunteers and staff may assist in recruiting overseas. Many Volunteers can be helpful in identifying among their associates and colleagues those with the motivation, talent and adaptability to work effectively in another culture.

While specialized by the requirements of assignments in the United States, recruitment should be national in scope so all qualified interested candidates may be considered.

Recruitment of foreign students in the United States would be conducted by the Peace Corps in cooperation with foreign student advisors, student associations, and Embassy officials.

5. Selection

The effectiveness of the Exchange Volunteer program will largely be determined by the caliber of its Volunteers. The selection process would be designed by the sponsor countries to identify people who have the ability, the technical and personal skills and the motivation required for effective performance of their assignments.

In setting up selection procedures, the sponsor country would evaluate the applicant's stability and motivation, his skills in light of the requirements of the particular projects, and his capacity to live and work in a new cultural environment.

The Peace Corps would advise the sponsor countries in developing selection procedures, and may actually participate. The sponsor countries should be guided by the following minimum requirements:

a. Emotional Stability. The Exchange Volunteer needs emotional stability in adjusting to a new culture and to unstructured job situations.

b. Health. The Volunteer must be in sound physical condition to permit effective service and sustained hard work.

c. Personal Attributes. The Volunteer needs the qualities of personality required for establishing effective relationships with fellow workers in the United States, such as patience, ability to lead and follow, warmth and sensitivity, imagination and resourcefulness, capacity to work in situations where "status" relationships are not clear, good judgment, and respect for others regardless of race, social class, or religion. He should understand and be prepared to serve in a spirit of voluntarism.

d. Commitment to National Progress. The Volunteer should have demonstrated his concern for progress in his own country and be committed to continue in significant work following his service in the United States.

e. Language Aptitude or Proficiency. Since effective communication is important, fluency in English or aptitude to achieve practical fluency by the end of training in the United States will be required.

f. Minimum Age. Exchange Volunteers should be generally 21 years or older. Naturally, sponsoring countries may set higher minimums if desired.

g. General. Selection must be conducted without regard to race, creed or family ties.

The selection process should be complete by the time Volunteers depart for the United States. Where feasible, a resident training program overseas with continuing evaluation may be an important part of the selection process. Since overseas training would be short, it will not be possible to have the kind of extensive personal observation of candidates which selection throughout American Peace Corps training permits. Interviews and references would be employed to a large extent.

6. Training.

Training is a critical factor in the speed with which Volunteers adjust overseas and in their overall effectiveness.

Training of Exchange Volunteers would generally be conducted in four phases, shared by the sponsor country, the Peace Corps and the United States host agency or institution.

a. Training in the Sponsor Country.

Initial training overseas would be the responsibility of the sponsor country. In those countries where the Peace Corps already has projects, Peace Corps staff and Volunteers would cooperate with the sponsor country. At the discretion of the sponsor country, overseas training would cover such areas as:

(1) The nature of Exchange Volunteer service - its obligations, problems and opportunities.

(2) A broad presentation of information about the sponsor country's history, society and culture.

(3) The sponsor country's service and post-service expectations.

b. Peace Corps Training.in the United States.

The major part of training would be conducted in United States universities, private organizations, the Peace Corps or other U. S. agencies such as VISTA, or a combination thereof. While this part of training would be supervised by the Peace Corps, sponsor country participation is encouraged. Training would draw heavily on the experience of foreign students and others in the United States and that of Peace Corps Volunteers. Exchange Volunteers may, as part of their training, participate in and contribute to training programs for Peace

Corps Volunteers bound overseas.

Depending upon the amount of English language training required and other factors, this part of training would run from six to twelve weeks, averaging about eight weeks. In some cases Volunteers from a particular country would train together; in others, Volunteers bound for a particular project in the United States would train together; in many instances there may be combinations of the two. The following general areas would be covered:

(1) English Language Instruction. While most Exchange Volunteers will have a good knowledge of English prior to arrival in the United States, this component of training would be designed to assure that the Volunteer reaches the level of language proficiency required for his particular assignment, including a grasp of American idioms, etc.

(2) Technical Instruction. A portion of training would be devoted to adapting the Exchange Volunteer's technical skills to the particular work he will be doing. It would recognize, for example, that a person who knows Spanish and knows how to teach may not know how to teach Spanish as a foreign language. It would include relevant orientation to the American system of education, community work, etc., and may involve "field work" such as practice language teaching.

(3) American Studies. A significant portion of training would be devoted to providing further background in American history, economics, geography and customs, and current issues, with particular reference to the area and cultural context in which the volunteer will be working.

(4) Cross-cultural Understanding and Communication. Through discussion, reading and personal counselling, Volunteers would consider the problems and methods of cross-cultural communication and understanding. This would be designed to prepare them to anticipate to cope with and to overcome some of their initial and adjustment problems.

(5) Exchange Peace Corps Orientation. The objectives of the program and the nature and obligations of voluntary service would be thoroughly discussed.

(6) Community Work. It would be made clear to volunteers that they are expected to involve themselves in work beyond the requirements of their particular job. They would be introduced to community services and special projects in which they might fruitfully engage.

(7) Health. The Volunteers would receive information and precautions about health, food, climate, etc., as is deemed necessary in light of their job and job site.

c. Specific Assignment Orientation.

A third phase of training would be about one-week, a work-related, orientation program conducted by the agency or institution with whom Exchange Peace Corps Volunteers will be working. Generally this phase would be conducted at the Volunteer's work site.

d. In-Service Training.

The Peace Corps has learned that Volunteers overseas benefit considerably from in-service training after they have been on the job for some time, in order to share their experiences and receive guidance. At least two such seminars would be conducted.

7. Responsibility for Volunteers.

In cooperation with sponsoring countries and receiving agencies, the Peace Corps would establish the terms and conditions of their service, provide policy guidance and maintain a continuing liaison with the Volunteers and the institutions with which they work.

The institution would bear responsibility for providing on the job supervision.

Special questions peculiar to Exchange Volunteer service may, however, arise. In addition to periodic Peace Corps staff visits, nearby returned Peace Corps Volunteers would be encouraged to assist and should prove particularly effective. Major decisions, such as the transfer of a Volunteer to another assignment or termination of his service, would be handled by the Peace Corps with the advice of the host institution and in consultation with the sponsor country.

In carrying out its responsibilities, the Peace Corps would maintain liaison with the Volunteers' sponsor countries. While it is not anticipated that the sponsor countries would send staff specially to work with Volunteers in the United States, they may give individual Volunteers particular responsibilities for providing leadership and general guidance to the Volunteers from their country.

8. Who Pays?

American host schools, communities and institutions, sponsor countries and the Peace Corps would share financial responsibility for the Exchange Volunteers.

While Peace Corps payment of Exchange Volunteer's living and related expenses would not, as a matter of law, be precluded, American host schools, communities or other institutions would be expected to contribute to the Peace Corps an amount equal to the salary they would pay to an American with similar qualifications in the same type of job. From this amount, the Volunteer's living and other related expenses during his service in the United States would be paid in the form of allowances. To the extent contributions to the Peace Corps exceed expenditures for living and related expenses, the excess would be used to defray other Partnership Exchange expenses.

The school or community normally would also provide necessary supplies and equipment and on-the-job supervision.

Generally, sponsor countries would pay the costs of recruitment, selection and overseas training of Volunteers. Wherever possible, they would also pay international transportation costs. However, some countries interested and able to provide very talented Volunteers will not be able to make available resources to pay international transportation costs. In these cases, the Peace Corps may contribute.

The Peace Corps generally would provide for United States training, programming, administration, medical and dental care, local travel, and miscellaneous other necessary allowances such as clothing and leave allowances.

There may be some variations in the above general distribution of financial responsibility. However, a fundamental principle in the invitation and assignment of Exchange Volunteers would be the principle of self help. Communities and sponsor countries would be expected to demonstrate their interest in the program through their contribution to it.

9. Terms and Conditions of Volunteer Service.

Each Exchange Volunteer would be expected to fill an important need for his particular skills in the United States. He would be expected to contribute to mutual understanding between the American people and the people of his own country. He would be expected to participate as fully as possible in American community life, and to recognize that, while he is not an official representative of his country, he will be viewed as representative of his fellow countrymen. His personal conduct should reflect credit upon his own country and the Peace Corps. Finally, each Volunteer would be expected to serve in a spirit of voluntarism. He is not to seek personal advantage; he is to understand his role as non-political; he is to contribute his abilities and experience beyond the performance of his particular job in extracurricular and community activities.

Terms and conditions of service to promote the Volunteer's effectiveness and assist him in meeting the foregoing expectations would be set. While particular sponsor countries may apply additional policies to their Volunteers, such policies should be few in number and not inconsistent with the following tentative basic policies:

a. Volunteer Policies.

(1) Length of Service. Exchange Volunteers would be expected to serve the full period prescribed, which would normally be one to two years including training, although where program requirements indicate, projects may be considerably shorter (as in the case of summer assignment for foreign students) or slightly over two years.

(2) Early Terminations of Service, Resignation and Transfer. The Peace Corps in consultation with the sponsor country and recipient agencies may, if circumstances demand, transfer Volunteers to other assignments in the United States or terminate their Exchange Peace Corps service. Volunteers are also entitled to resign.

(3) Dependents. Generally, Exchange Volunteers would be without dependents under 18. If married, generally both the husband and the wife would serve as Volunteers. However, exceptions may be made to permit Volunteers to come to the United States with dependents or to permit Volunteers to leave dependents in the sponsor country having arranged for their support.

(4) Extension of Service and Re-enrollment. In very rare cases, with the approval of the Peace Corps and the sponsor country, extensions may be granted for important program reasons. Re-enrollments would not be permitted.

(5) Legal Status. Exchange Volunteers would not have diplomatic status or immunity. They would be fully subject to the laws of the United States.

(6) Completion of Service. It is anticipated that Volunteers' service would be terminated in the United States upon completion of a full term and transportation would be provided directly to their sponsor countries. Many may wish to travel briefly in the United States or enroute home. But Volunteers would be committed to return to their sponsor countries for important work following their service. They would have "J-visas" which will expire shortly following termination and which generally would prohibit them from returning to the United States within two years after their departure.

b. Allowances, Benefits and Other Provisions.

Provisions for Exchange Volunteers would be adequate for their needs, as well as consistent with voluntary service.

(1) Transportation. All transportation in connection with official service, including transportation to and from training sites in the sponsor country and the United States and international transportation would be provided. Modest transportation allowances may be provided.

(2) Living Allowances. Exchange Volunteers would receive allowances to cover living and related expenses during periods of training and throughout the Volunteers' service. While allowances during training and for leave would be paid from appropriations, allowances for living and related expenses would generally be paid from amounts contributed to the Peace Corps by the United States institutions for whom the Volunteers work.

In setting allowances, it would be recognized that a very spartan existence would not be consistent with the objective of involving Volunteers as fully as possible in normal community life. On the other hand, Volunteers are serving without regard to personal financial gain. Thus allowances would provide for modest but adequate living and will permit the Volunteer to participate naturally in the life of the particular community in which he serves. As a result, living allowances may differ for Volunteers from a particular sponsor country and may even differ for Volunteers within a particular city.

Living allowances would cover the costs of housing and all other routine expenses, including adequate food, local transportation, laundry, entertainment, utilities and incidentals. Where possible, Exchange Volunteers would be provided an opportunity to live in American homes. In some instances, housing may be provided at the institution where they work. In others, the Volunteer may rent his own accommodations.

(3) Supplies and Equipment. Generally, all necessary supplies and equipment would be provided by the recipient institution.

(4) Health Care. A comprehensive heath care plan would be arranged for each Exchange Volunteer to provide for medical and hospital care in case of sickness and accident.

(5) Leave. Exchange Volunteers would be credited at the beginning of their service in the United States with a modest amount of leave based on the length of their program. Leave would be granted not only to provide for the Volunteer's relaxation and personal welfare but also to provide him with an opportunity to travel and broaden his understanding of the United States. An allowance of $10.00 would be provided for each day of leave taken.

(6) Termination Grant. It is anticipated that a small grant of $200 would be paid to the Volunteer upon completion of service to enable him to travel briefly enroute home and to assist him during the period immediately following his service.

(7) Readjustment Allowance. Any other provision for readjustment allowances would be at the discretion of the sponsor countries. In some cases, a sponsor country may decide to assure a Volunteer appropriate employment upon his return rather than make any financial provisions.

THE BUDGET

		OBLIGATIONS (In thousands of dollars)		
		1965	1966	1967
SECTION I:	THE PEACE CORPS (TITLE I)	$65,454	$ 83,726	$ 85,266
SECTION II:	THE PROPOSED PARTNERSHIP EXCHANGE PROGRAM (TITLE II, PROPOSED)	-	-	1,400
SECTION III:	ENCOURAGEMENT OF VOLUNTEER SERVICE PROGRAMS (TITLE III)	147	274	284
	SUB-TOTAL	$65,601	$ 84,000	$ 86,950
SECTION IV:	ADMINISTRATIVE EXPENSES	19,848	23,700	25,200
	TOTAL	$85,449	$107,700	$112,150

THE BUDGET FOR FY 1967

BUDGET GUIDELINES:

The President in his budget memorandum of last May clearly sounded the purpose of the Peace Corps appropriation request when he said:

> ". . . and, all the while, search, recognize and move with dispatch to fulfill every opportunity presented for strengthening peace, freedom and understanding among all nations."

Two major directions governed the formulation of this budget precisely as the President stated:

> "First, formulating imaginative new ideas and programs and
>
> "Second, carrying out hardhitting, tough-minded reforms in existing programs."

The Peace Corps budget request for FY 1967 represents the literal application of such standards. Each cost estimate has been subjected to continuous review on the basis of experience and performance. Each program has been evaluated and its potential capability for achievement assessed.

In summary, the results are:

1. A reduction of funds required for Fiscal Year 1966 from the appropriated amount of $114.1 million to $107.7 million.
2. A total of $112.15 million required for Fiscal Year 1967.

MAJOR PROVISIONS:

Our budget contemplates a conservative and sound growth pattern calling for:

1. An increase in Peace Corps Volunteer strength of slightly more than 10% -- from approximately 13,900 at the end of Program Year 1966 to 15,350 at the end of Program Year 1967. We anticipate that several new nations will be added to the 46 nations in which Volunteers currently serve.
2. An increase in new trainee input of approximately 10% -- from 9,200 in Program Year 1966 to 10,100 in Program Year 1967. Such accelerated recruitment is to be accomplished with a minor increase in funds and a major increase in ideas and scope.

3. A proposed starting component of 800 Volunteers entering the new Partnership Exchange Program of which 500 will be actually employed by the end of fiscal year 1967 and an additional 300 in training by 31 August 1967.

FINANCIAL PLAN ESTIMATES:

Our financial plans for Fiscal Year 1967 give primary emphasis to Volunteer and Project costs. Administrative Expenses have been held to absolute minimums and will require continued discipline and fiscal control. We plan to allocate our Fiscal Year 1967 financial resources as follows:

$86,950,000 for all Volunteer and Project Costs as compared to $84,000,000 in FY 1966, an increase of $2,950,000. The proportion of Volunteer and Project Costs to the total financial plan is 77.5%.

$25,200,000 for all Administrative Expenses as compared to $23,700,000 in FY 1966, an increase of $1,500,000. The proportion of Administrative Expenses to the total financial plan is 22.5%.

STAFFING PLANS:

Personnel staffing plans for FY 1967 parallel the foregoing distribution of our financial resources. Although we plan to add 92 personnel spaces to the 1,190 presently authorized, none will be allocated to current Washington operations. Rather they will provide essential staffing support for:

Current Peace Corps Overseas Activities	50
New Partnership Exchange Program	42
	92

COST REDUCTION PROGRAM:

The Peace Corps has a continuous and agressive cost reduction program. Tough reviews of our budgets for 1966 and 1967 have generated hard savings. There is daily pressure to hold down paid overtime, to travel only in the operational interests of the program, to improve clerical techniques and to utilize automatic data processing when economically to our advantage. Illustrative are the following:

1. Our increased experience with trainees during the training period and Volunteers in the field has made it possible to reduce various payments to the Volunteer, without imposing further sacrifice upon him. This reflects improved buying practices, use of equipment by successive Volunteers, and other benefits from our field experience. These total over $2.1 million and distribute as follows:

a. Volunteer allowances overseas are continuously reviewed and examined on a country-by-country basis. We estimate that "settling in" and monthly living allowances which averaged $114 per month during FY 1965 will be reduced to an average of $111 in FY 1966 and further reduced to an average of $108 per month in FY 1967. This will result in savings of $700,000 in FY 1967. Similarly, we forecast that the previous rate of $11 per month per Volunteer for housing will be reduced to $8 per month for a savings of $389,000 in FY 1967. These items total $1,089,000.

b. It has been our practice to provide each Volunteer with a clothing allowance of $200 during his tour of service. Evaluation has indicated that this allowance can be more selective with respect to both the amount provided and the timing, and that the total may be reduced to $150 for the tour of service. This change results in a savings of $363,000 in FY 1967.

c. It has been Peace Corps practice to allow each trainee a daily "walk-around" allowance of $2.00. This allowance has been reduced to $1.50 per day. Such a small economy will result in savings of $425,000 in FY 1967.

d. Volunteer supplies and equipment costs were $166 per Volunteer in FY 1965. We believe a reduction is possible through more careful use and replacement. The FY 1967 budget contains a reduction from $166 to $141 with a resultant savings of $257,000.

2. By careful group scheduling and the use of charter aircraft and continued insistence upon the most economical means of travel, the cost of transportation of Volunteers to and from overseas posts has been reduced from $759 per trip in FY 1965 to an estimated $709 in FY 1967. The resultant savings are estimated as $669,000.

3. Recent agreements between the Peace Corps and other government agencies -- particularly Defense -- will enable us to purchase health supplies at the bulk rates afforded larger agencies. As a result of this and other factors we expect savings to accrue to the extent of $370,000 in FY 1967.

4. We vigorously supervise the use of funds for overtime in Washington. In FY 1965, $410,000 was obligated for these purposes. In FY 1966, we anticipate holding this amount to $375,000 and have included only $300,000 for these purposes in FY 1967.

5. Host country contributions in cash and in-kind are a principal means of reducing the cost of the Peace Corps program to the U.S. Taxpayer. Further, these are a significant contribution toward a favorable balance of payments. Host country contributions for FY 1965, and anticipated contributions for FY's 1966 and 1967 are tabulated below:

Fiscal Year	Contribution
1965	$3,456,000
1966	$4,084,000
1967	$4,575,000

INCREASED COSTS TO PROVIDE INCREASED EFFECTIVENESS:

Peace Corps training programs are constantly being reviewed and evaluated. This year we have concluded that average training time shoud be increased from 11 weeks (plus one week of field training) to an average of 12 weeks (plus one week of field training) in colleges and universities. Thus, language training can be expanded and various curricula enriched. Accordingly the training cost estimates are higher this year.

Changes also have been required in our Advance Training Program. The initial phase (summer after the junior year) has been increased from 8 to 10 weeks. Moreover, we are moving to strengthen the program content of the senior year. Also, the final phase of the program (summer after the senior year) is being reduced from 8 weeks to periods varying between 6 and 8 weeks. Training costs for FY's 1966 and 1967 have been adjusted accordingly.

FINANCIAL MANAGEMENT EXTENSIONS:

Accounting Systems:

During Fiscal Year 1967, the Peace Corps will initiate accounting systems and procedures on the cost accrual basis. Such systems will assure:

1. Provision of adequate information for financial management;

2. Effective control over and accountability for funds and property;

3. Reliable information to serve as the basis for the preparation and execution of our budgets; and

4. Suitable integration of accounting results with program planning.

We are consulting with the General Accounting Office, the Bureau of the Budget and noted Public Accounting firms for such purposes.

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4. Suitable integration of accounting results with program planning.

We are consulting with the General Accounting Office, the Bureau of the Budget and noted Public Accounting firms for such purposes.

Financial Controls:

The Peace Corps initiated a system of detailed financial controls and operating budgets during Fiscal Year 1966. These systems now control all personnel costs, supplies and equipment, travel and other major controllable items of expense. Operating budgets have been issued for Administrative Expenses both in Washington and the overseas posts. Appropriate reporting procedures have been established. All these efforts have been applied to further improve the business practices of the Peace Corps and will be extended and refined during FY 1967.

FINANCIAL OUTLOOK FOR FY 1967:

Our request for funds is conservative. We plan to expend them wisely. We will exercise prudent financial judgment. Above all, we intend that the use of our money be responsible and serve the cause of peace.

INTRODUCTION

In the following sections each request for funds has been related to a specific programming dimension and purpose. The sequence of sections follows the Volunteer through pre-training, training and overseas. In addition, Administrative Expenses are set forth separately to demonstrate the supporting base for the entire program.

The estimates are set forth in terms of unit costs or common denominators, the basis of the computation and the resultant totals. (For example -- 10,100 new trainees in FY 1967 will receive a health examination at an average cost of $23 for a total of $232,000.) In those instances where actual costs and data are available they are set out side-by-side with the estimated future requirements. Adjustments in Administrative Expenses are similarly compared.

Unit costs have been carefully reviewed and held to proven factors. Wherever possible unit costs for such items as supplies and transportation have been held below the FY 1965 level. There is no contingency provision for cost inflation. Cost increases are reflected only when they apply government-wide as in the case of background investigations by the Civil Service Commission; or when there is full program justification for a specific purpose, as in the case of certain training activities.

In short, our budget estimates which follow have been calculated to be austere and realistic. They are summarized in the following table.

		(In thousands of dollars)		
		1965	1966	1967
SECTION I :	THE PEACE CORPS (TITLE I)	$65,454	$ 83,726	$ 85,266
SECTION II :	THE PROPOSED PARTNERSHIP EXCHANGE PROGRAM (TITLE II, PROPOSED)			1,400
SECTION III:	ENCOURAGEMENT OF VOLUNTEER SERVICE PROGRAMS(TITLE III)	147	274	284
	SUB-TOTAL	$65,601	$ 84,000	$ 86,950
SECTION IV :	ADMINISTRATIVE EXPENSES	19,848	23,700	25,200
	TOTAL	$85,449	$107,700	$112,150

SECTION I: THE PEACE CORPS (TITLE I)

	FY's ($ 000)		
	1965	1966	1967
A. PRE-TRAINING	3,900	4,123	4,663
1. Background Investigations	3,700	3,911	4,431
2. Health Examinations	200	212	232
B. TRAINING	22,951	28,974	28,745
1. Contractual	19,251	24,506	23,832
Regular	18,077	20,831	20,765
Allowances	5,368	5,742	5,724
Health Services	674	702	700
Transportation	109	112	111
Supplies and Equipment	388	407	405
Contractor Operations and Service Costs	11,538	13,868	13,825
Advance Training	1,174	3,460	3,067
Initial (Phase I)	820	1,701	1,856
Allowances	212	424	463
Health Services	17	29	32
Transportation	7	12	13
Supplies and Equipment	23	40	43
Contractor Operations and Service Costs	561	1,196	1,305
Continuing: (Phase II)	-	618	425
Continuing: (Phase III)	354	1,141	786
Allowances	108	330	227
Health Services	7	30	21

VOLUNTEER AND PROJECT COSTS

		OBLIGATIONS (In thousands of dollars)		
		1965	1966	1967
A.	Pre-training	$ 3,900	$ 4,123	$ 4,663
B.	Training	22,951	28,974	28,745
C.	Overseas Costs	29,003	38,594	38,615
D.	Readjustment Allowance	8,999	11,535	12,293
E.	Research Studies	601	500	950
	Totals	$65,454	$83,726	$85,266

SECTION I: (continued)

	FY's ($ 000)		
	1965	1966	1967
Transportation	3	13	9
Supplies and Equipment	7	30	21
Contractor Operations and Service Costs	229	738	508
2. Direct	1,459	2,173	2,338
a. Support	1,047	1,723	1,843
Operations and Maintenance	682	1,143	1,213
Contract Instructional Support	337	510	550
Health Services	28	70	80
b. Trainee Allowances	412	450	495
3. Trainee Travel	2,241	2,295	2,575
C. OVERSEAS COSTS	29,003	38,594	38,615
1. International Travel	7,148	8,360	9,481
2. Allowances	11,671	15,935	16,313
Living	9,171	12,717	13,316
Leave	1,277	1,809	1,954
Clothing	1,223	1,409	1,043
3. Health Care	3,023	3,781	4,231
Doctors	1,370	1,767	2,383
Supplies and Services	1,653	2,014	1,848
4. In-Country Travel	787	1,114	1,203
5. Volunteer Supplies and Equipment	1,114	1,342	1,450
6. Miscellaneous Supporting Requirements	2,847	3,152	3,265

SECTION I: (continued)

	FY's ($ 000) 1965	1966	1967
4-Wheel Vehicles	563	525	525
Maintenance and Operation - Vehicles	406	405	405
- Other Equipment	12	15	15
Rents and Utilities	920	1,020	1,020
Group Meeting Expenses	230	320	320
Transportation of Equipment, Supplies, Material, etc.	381	385	385
Language Instruction	148	165	165
Payments-Employee Compensation Act	19	73	185
Invitational Travel	75	100	100
Various small Miscellaneous Support Costs	55	100	100
Reimbursement for lost, damaged, or stolen property	20	20	20
Printing	13	19	20
Tort Claims	5	5	5
7. Contractual Operations in Support of Peace Corps Volunteer Programs	2,413	4,910	2,672
a. Full Administration	806	1,110	1,000
b. Contractual Professional Support	1,607	3,800	1,672
D. READJUSTMENT ALLOWANCE	8,999	11,535	12,293
1. Trainees	1,987	2,116	2,389
2. Volunteers	7,012	9,419	9,904
E. RESEARCH STUDIES	601	500	950
Totals	$65,454	$83,726	$85,266

A. PRE-TRAINING

1. Background Investigations

Background investigations performed by the Civil Service Commission for the Peace Corps.

a. Unit Costs:

FY 1965 - Actual average of $399 per investigation

FY 1966 - Estimated $410 per investigation [a]

FY 1967 - Estimated $415 per investigation [a]

b. Basis of Computation:

FY 1965 - Actual number of investigations initiated - 9,263

FY 1966 - Estimated new input of 9,200 plus 338 advanced trainees (updating) for total of 9,538

FY 1967 - Estimated input of 10,100 plus updating for 578 advanced trainees for a total of 10,678.

c. Total Costs:

FY 1965 - $3,700,000

FY 1966 - $3,911,000

FY 1967 - $4,431,000

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[a] Based upon advice of Civil Service Commission

2. Health Examinations

Performed by government facilities and private physicians. Required of all individuals prior to entrance into training programs.

a. Unit Costs:

Average of $23 in FY 1965 and held constant for FY 1966 and 1967.

b. Basis of Computation:

FY 1965 - Actual for approximately 8,738 examinations
FY 1966 - Estimated input of 9,200
FY 1967 - Estimated input of 10,100

c. Total Costs:

FY 1965 - $200,000
FY 1966 - $212,000
FY 1967 - $232,000

B. TRAINING

1. Contractual

Training programs administered by institutions (colleges, universities, etc.) under contract with the Peace Corps. Costs generally cover contractor operations and services, allowances (other than readjustment allowances) during the training period, medical and dental care and service, in-training transportation and supplies and equipment.

Regular

In Program Year 1965, the Peace Corps trained in 58 different universities and with several non-academic organizations. The average Peace Corps training program under contract lasted approximately 11 weeks and cost $2,354 per trainee. In an attempt to provide more meaningful and realistic training for 1966-67, several new elements have been added which will increase the length of training to 12 weeks and enrich the training curriculum. Greater numbers of returned Volunteers and overseas staff members will be used. New and more intensive language techniques have been developed, moving language training up to approximately 1/3 of the total hours in the average training program. New material and case studies based on Volunteer experience are being developed; the staff-trainee ratio has been increased; the amount of time dedicated to practice teaching and field training either in the U.S. or in Canada, Mexico or Puerto Rico has been increased and the amount of training in the host country has also increased.

All of these developments have raised the estimated cost per trainee in 1966-67 to $2,612.

Comparative cost data follows:

a. Unit Costs:

	Per "Trainee Week"		
	FY 1965	FY 1966	FY 1967
Allowances	$ 63.5	$ 60.0 a/	$ 60.0 a/
Health Services	8.0	7.3	7.3
Transportation	1.3	1.2	1.2
Supplies and equipment	4.7	4.3	4.3
Contractor operations and services	136.5	144.9 b/	144.9 b/
Total per "Trainee Week"	214.0	217.7	217.7
Number of weeks in training	11	12	12
Cost per trainee	$2,354	$2,612	$2,612

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a/ Reflects a reduction in "walk-around" allowances from $2.00 per day in FY 1965 to $1.50 per day in FY's 1966-67.

b/ Increased cost reflects training improvements described above.

b. Basis of Computations:

FY 1965 - Actual contracts for 7,682 trainees.
FY 1966 - Total training contracts for 7,975 trainees of which 7,475 will enter training in Program Year 1966 and 500 will enter training in the subsequent Program Year. Contracts for the latter 500 will also be obligated in FY 1966.

FY 1967 - Total training contracts for 7,950 trainees of which 7,700 will enter training in Program Year 1967 and 250 will enter in the subsequent Program Year. The arrangements for the latter 250 will be completed in FY 1967 and funds for such purposes will be obligated in that year.

c. Total Costs: FY 1965 - $18,077,000
FY 1966 - $20,831,000
FY 1967 - $20,765,000

Advance Training

A program primarily for college juniors, to begin training after the junior year, continuing through the senior year and finishing after the completion of the senior year in college.

Beginning in 1966, it is planned to obligate funds for both the Initial and Continuing phases of this program in the year in which the program is initiated.

Initial (Phase I - Summer After Junior Year)

a. Unit Costs:

	Per "Trainee Week"		
	FY 1965	FY 1966	FY 1967
Allowances	$ 54.9	$ 51.4[a]	$ 51.4[a]
Health Services	4.3	3.5	3.5
Transportation	1.8	1.4	1.4
Supplies and equipment	6.0	4.8	4.8
Contractor operations and services	145.1	145.1	145.1
Total per "Trainee Week"	$212.1	$206.2	$206.2
Number of weeks in training	8	10	10
Cost per trainee	$1,697	$2,062	$2,062

b. Basis of Computation:

FY 1965 - Actual experience of 483 trainees.
FY 1966 - Planned Initial training participation of 825 trainees.
FY 1967 - Planned Initial training participation of 900 trainees.

c. Total Costs: FY 1965 - $ 820,000
FY 1966 - $1,701,000
FY 1967 - $1,856,000

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[a] Reflects a reduction in "walk-around" allowances from $2.00 per day in FY 1965 to $1.50 per day in FY's 1966-67.

Continuing

Phase II - Senior Year - Includes funds for Advance Planning conferences and supplies and materials for those individuals who have completed Phase I training and are expected to enter into Phase III.

a. Total Costs:
FY 1965 - [a]
FY 1966 - $228,000 [b]
FY 1966 - 390,000 [c]
FY 1967 - 425,000

Phase III- Summer after completion of senior year.

a. Unit Costs:

	Per "Trainee Week"		
	FY 1965	FY 1966	FY 1967
Allowances	$ 63.5	$ 60.0[d]	$ 60.0[d]
Health Services	4.1	5.5	5.5
Transportation	1.8	2.3	2.3
Supplies and Equipment	4.1	5.5	5.5
Contractor operations and service costs	134.4	134.4	134.4
Total per "Trainee Week"	$207.9	$207.7	$207.7
Number of weeks in training	8	6	6
Cost per trainee	$1,663	$1,246	$1,246

b. Basis of Computation:

FY 1965 - Limited actual experience of 213 trainees.
FY 1966 - Planned Phase III training participation of 338 trainees (residual of prior years' Initial training after estimated attrition).
- Planned Phase III training participation of 578 trainees (residual of current years' Initial training after estimated attrition).
FY 1967 - Planned Phase III training participation of 630 trainees (residual of current years' Initial training after estimated attrition).

c. Total Costs:
FY 1965 - $354,000
FY 1966 - 421,000[e]
FY 1966 - 720,000[f]
FY 1967 - 786,000

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[a] Funds for this purpose obligated in FY 1964 to the amount of $36,992.

[b] To provide for those who are expected to enter Phase III in PY 1966.

[c] To provide for those who are expected to enter Phase III in PY 1967.

[d] Reflects reduction in "walk-around" allowances from $2.00 per day in FY 1965 to $1.50 per day in FY's 1966-67.

[e] Cost of Phase III of the program initiated in 1965.

[f] Cost of Phase III of the program initiated in 1966.

Summary of Advance Training Program:	($000)			
	Phase I	Phase II	Phase III	Total
FY 1965	$ 820	$ -	$ 354	$1,174
FY 1966	$1,701	$ 618	$1 141	$3,460
FY 1967	$1,856	$ 425	$ 786	$3,067

2. Direct Training

Training administered directly by the Peace Corps with contractual assistance for instructional or support purposes. This takes two forms: (1) training at established Peace Corps sites of a nature generally similar to contract training and generally of equal duration, and (2) short field training at various locations in Puerto Rico and the Virgin Islands in cooperation with their respective governments for groups of trainees from contract universities or from established Peace Corps sites.

The Puerto Rico and Virgin Islands camps also provide the Peace Corps with a laboratory where new methods of training can be tested. Many of the improvements that are now being incorporated into all Peace Corps training programs were first developed in these camps.

The program was initiated in October of FY 1965 with a program of 525 trainees. Nine hundred trainees are expected in Program Year 1966 and 1,000 in Program Year 1967. Because of limited experience and accounting data, we have only the following costs to report for FY 1965 and to project for 1966-67:

	1965	1966	1967
Operations and Maintenance	$ 682,000	$1,143,000	$1,213,000
Contract Instructional Support	337,000	510,000	550,000
Health Services	28,000	70,000	80,000
Trainee Allowances	412,000	450,000	495,000
Total	$1,459,000	$2,173,000	$2,338,000

3. Trainee Travel

The cost of trainee travel from home to the training site and back, prior to overseas assignment:

a. Unit Costs: Round trip costs based on 1965 experience of an average of $250. This amount held constant for 1966-67.

b. Basis of Computation:

FY 1965 - Actual total of 8,958 round trips.

FY 1966 - (a) Residual Program Year 1965	
Regular Training	1,692
Advance Training Program (Phase III)	72
(b) Program Year 1966	
Regular Training	7,147[a]
Advance Training Program (Phase III)	269[b]
	9,180
FY 1967 - (a) Residual Program Year 1966	
Regular Training	2,053
Advance Training Program (Phase III)	69
(b) Program Year 1967	
Regular Training	7,600[c]
Advance Training Program (Phase III)	578[d]
	10,300

c. Total Costs:
FY 1965 - $2,241,000
FY 1966 - 2,295,000
FY 1967 - 2,575,000

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[a] Of the total 9,200 programmed for the year
[b] Of the total 338 programmed for the year
[c] Of the total 10,100 input programmed for the year
[d] Of the total 578 programmed for the year

C. OVERSEAS COSTS

Costs incurred in the support of Peace Corps programs overseas including costs of travel of the Volunteer to and from the host countries and all operational and support costs.

1. International Travel

The costs of travel and per diem of Volunteers and transportation of their personal effects to and from the host countries.

a. Unit Costs:

The cost per trip is based on actual 1965 average of $759. This amount has been reduced to $734 for 1966 and $709 for 1967 reflecting plans for more extensive use of charter aircraft and other economical means of transportation.

b. Basis of Computation:

FY 1965 - Actual cost of 6,126 training output and 3,295 returnees for a total of 9,421

FY 1966 -	(a) Fiscal year training schedule output	6,165
	(b) Number of Volunteers expected to return from overseas assignments	5,225
		11,390
FY 1967 -	(a) Fiscal year training schedule output	7,305
	(b) Number of Volunteers expected to return from overseas assignments	6,068
		13,373

c. Total Costs:

FY 1965 - $7,148,000
FY 1966 - $8,360,000
FY 1967 - $9,481,000

2. Allowances for Volunteers

Living Allowance

This allowance varies with local conditions and covers the day-to-day living expenses including the subsistence of the Volunteer. On a monthly basis (including a one-time settling-in allowance) the FY 1965 cost was $114. In FY 1966 our estimate is $111, and $108 for FY 1967.

a. **Unit Costs:**

These are based on man year equivalents or the average cost per Volunteer for an entire fiscal year. Upon this basis the actual cost in FY 1965 was $1,363 per man year. For FY 1966 the man year cost is estimated to be $1,336 decreasing as the result of reductions in the living allowance. For FY 1967 the man year cost is estimated to be still lower - $1,295.

b. **Basis of Computation:**

FY 1965 - Actual cost of 6,726 man years overseas
FY 1966 - Estimated number of 9,519 man years overseas
FY 1967 - Estimated number of 10,283 man years overseas

c. **Total Costs:** FY 1965 - $ 9,171,000
FY 1966 - $12,717,000
FY 1967 - $13,316,000

Leave Allowance

During the tour overseas (21 months to 24 months) each Volunteer is allowed to take 30 days leave by or at the end of the first 12 months and an additional 15 days of leave during the remainder of his tour.

a. **Unit Costs:**

The leave allowance is $7.50 per day. The cost per Volunteer man year in FY 1965 was $190 and included the various proportions of first year "30-day" leaves and second year "15-day" leaves. This average has been held constant for the 3-year period.

b. **Basis of Computation:**

FY 1965 - Actual cost of 6,726 man years overseas
FY 1966 - Estimated number of 9,519 man years overseas
FY 1967 - Estimated number of 10,283 man years overseas

c. Total Costs:
FY 1965 - $1,277,000
FY 1966 - $1,809,000
FY 1967 - $1,954,000

Clothing Allowance

An allowance provided to all Volunteers to enable them to purchase articles of clothing suitable to the country and climate of assignment.

a. Unit Costs:

In the past, a Volunteer received during his tour of service a total of $200 for clothing: $150 upon completion of training and another $50 during the 13th month overseas. Beginning with Volunteers entering training in Program Year 1966, this allowance will be limited to a total of $150 for the 2-year period; the actual amounts will be determined on a country-by-country consideration. Based on the foregoing the clothing allowances are estimated as follows:

b. Basis of Computation:

FY 1965 - Actual cost of 6,022 Volunteers out of training @ $150 and 6,726 man years overseas @ $50.
FY 1966 - Estimated 7,441 Volunteers out of training @ $150 and 5,864 Volunteers overseas @ $50.
FY 1967 - Estimated 7,253 Volunteers out of training @ $100 and 6,359 Volunteers overseas @ $50.

Summary of Allowances Costs

	1965	1966	1967
Living	$ 9,171,000	$12,717,000	$13,316,000
Leave	1,277,000	1,809,000	1,954,000
Clothing	1,223,000	1,409,000	1,043,000
Total	$11,671,000	$15,935,000	$16,313,000

3. Health Care

The Peace Corps provides health care for all of its Volunteers overseas. The services of physicians, the provision of medical supplies and equipment, and necessary dispensary and medical facility space are required.

a. Unit Costs and Basis of Computation:

There are two major components of these costs:

(1) Salaries and expenses of physicians. There was an average of 69 physicians in FY 1965; there will be an average of 89 in FY 1966, a ratio of 1 physician to 113 Volunteers in each of those years. For FY 1967, an increase is planned with an average of 120 physicians in service, a ratio of 1 physician to 88 Volunteers. The cost per physician man year has been $19,855 including travel costs; this average cost has been continued for FY's 1966-67.

(2) Medical supplies and services, in proportion to the number of Volunteers. The average number of Volunteers in 1965 was 7,825 and is estimated at 10,072 in 1966 and 10,562 in 1967. The cost per Volunteer man year was $210 in FY 1965. In 1966 this has been reduced to $200 and in 1967 to $175 to reflect an arrangement whereby Peace Corps will now purchase a significant portion of its medical supplies from other government agencies, particularly the Department of Defense, thus benefiting from larger purchases and contract arrangements

b. **Total Costs:** FY 1965 - $3,023,000
FY 1966 - $3,781,000
FY 1967 - $4,231,000

4. In-Country Travel

Those travel and per diem costs incident to the performance of Peace Corps Volunteer service overseas.

a. Unit Costs and Basis of Computation:

FY 1965 experience indicated average Volunteer costs of $117 per year. This cost has been held constant for FY's 1966-67 and applied to the average number of Volunteers to be administered directly.

b. Total Costs:

FY 1965 - $ 787,000
FY 1966 - $1,114,000
FY 1967 - $1,203,000

5. Volunteer Supplies and Equipment

Supplies and equipment used by the Volunteer in the program in which he is engaged such as bicycles, textbooks, hand tools, medical instruments and demonstration kits, etc.

a. Unit Cost and Basis of Computation:

FY 1965 experience indicated an average cost of $166 per year. These costs can be controlled. Also there will be carryover items usable by successive Volunteers. Thus $141 per year has been provided for these purposes ($-25) in FY's 1966-67.

b. Total Cost: FY 1965 - $1,114,000
FY 1966 - $1,342,000
FY 1967 - $1,450,000

6. Miscellaneous Supporting Requirements

This category represents an aggregate of miscellaneous costs ranging from printing and reproduction to the maintenance and operation of program-utilized vehicles. They may be extraordinary and/or nonrecurring. Some are subject to administrative controls (replacement of motor vehicles); others must be routinely provided (housing and utilities). In the aggregate, they represent a recognizable factor.

a. Unit Costs and Basis of Computation:

FY 1965 experience indicated an average cost of $364 per Volunteer man year. Estimates for FY 1966 indicate that approximately $313 will be adequate. Estimates for 1967 indicate that approximately $309 will meet minimum program requirements. These latter amounts have been applied accordingly.

b. **Total Cost:** FY 1965 - $2,847,000
FY 1966 - $3,152,000
FY 1967 - $3,265,000

7. Contractual Operations in Support of Peace Corps Volunteer Programs

Full Administration

The full administration (exclusive of medical support and readjustment allowances) of selected overseas Peace Corps programs is accomplished by contractual arrangement with nongovernmental agencies and are generally of a 2-year duration. These agencies generally supply all of the forementioned categories of support including living, leave and clothing allowances, general administrative and technical supervision and costs of in-country travel.

	1965	1966	1967
Volunteers under contract June 30	710	267	258
Additive number of Volunteers administered by contract	145	244[a]	200
Cost per Volunteer added	$ 5,559	$ 5,000	$ 5,000
Total Cost	$806,000	$1,110,000	$1,000,000

Contractual Professional Support

Various Peace Corps programs require specialized professional and technical support. This is provided through Contractor's Overseas Representatives (COR's) whose services are contracted for on an approximate 2-year basis. Costs include all elements of the COR's expenses including salaries, travel costs, supplies and equipment, etc.

	1965	1966	1967
COR's on board June 30	38	55	86
Additive number of COR's to be provided	21	50	44
Cost per COR added	$ 76,524	$ 76,000	$ 38,000[b]
Total Cost	$1,607,000	$3,800,000	$1,672,000

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[a] 44 under contract for 1-year

[b] FY 1967 plan includes only annual financing

D. READJUSTMENT ALLOWANCE

Volunteers and trainees receive $75 for each month of satisfactory service. The funds are placed in a deposit account for payment upon completion of service less any setoffs. The average annual cost in FY 1965 was $932.64, including FICA. As a result of the increase in the FICA rate effective January 1, 1966, from 3.625% to 4.2%, the average cost is estimated at $935.19 for FY 1966 and $937.80 for FY 1967. The total cost to the Peace Corps is as follows:

FY 1965 -	$ 8,999,000
FY 1966 -	$11,535,000
FY 1967 -	$12,293,000

E. RESEARCH STUDIES

The Peace Corps contract research studies budget for FY 1967 is $950,000. Roughly half of this sum will be used to continue contract research projects already underway. The other half will be invested in new contract research designed to make our recruiting, selecting, training and programming more efficient and economical. In our new research, priority will be given to impact studies designed to measure Volunteer achievement in our host countries. Such studies will help us determine in what roles and in what places our Volunteers can be most effectively used to carry out our aim of encouraging peaceful progress among the emerging nations. They will also give the Congress and the American public hard facts with which to assess whether the Peace Corps' actual accomplishments justify the taxpayers' investment in it.

The Peace Corps will not engage in what is called basic research. In other words, we will not subsidize studies that may add to the body of general knowledge but do not have a clear relation to improving our operations. Nor will we invest in research designed to comfort us with scientific verification of the obvious.

We pledge ourselves to make every effort to avoid duplication of research undertaken by other public or private agencies and to seek outside financing for every research project that can be expected to elicit such support.

FY 1965 - $601,000
FY 1966 - $500,000
FY 1967 - $950,000

PROPOSED PARTNERSHIP EXCHANGE PROGRAM

(TITLE II)

(In thousands of dollars)

	1965	1966	1967
Obligations	-	-	$1,400

SECTION II: PROPOSED PARTNERSHIP EXCHANGE PROGRAM (PROPOSED TITLE II)

A. PROPOSED PROGRAM PLAN:

The Partnership Exchange Program would schedule approximately 800 Volunteers into training and post assignments as follows:

265 in the fall of 1966
235 in the spring of 1967
300 in the summer of 1967

All of the Volunteers scheduled for the fall of 1966 and substantially all of those scheduled for the spring of 1967 would have completed their training and been assigned to their posts by August 31, 1967. An additional 300 Volunteers would be scheduled for entrance into training programs during the summer of 1967 thereby allowing for a continued training program and timely assignment to school jurisdictions in the fall.

In the summer of 1967 approximately 100 foreign students from various colleges and universities in the United States would be programmed into community action work for approximately 2½ months including two weeks of training prior to assignment.

B. ESTIMATED COST FACTORS FOR THE PROPOSED PROGRAM:

1. Training of Exchange Volunteers

   Training would average 8 weeks and would be conducted under contract or by the Peace Corps. Cost estimates are based on relatable Peace Corps Volunteer costs experienced during Fiscal Year 1965 with adjustments as required by the circumstances of this program. On that basis we estimate training costs of approximately $1,600 per Volunteer. Advance planning for training of Volunteers entering in FY 1968 would be initiated in 1967 at a cost of approximately $15,000 for each Advance Project Director.

2. Travel

   Included herein are the costs of travel of Volunteers from sponsoring countries to the United States. As the program develops we would urge these countries to provide international travel. However, pending such negotiation, the estimates include the cost of all international travel.

   The cost per trip is based on actual 1965 experience of international travel costs of Peace Corps Volunteers with adjustments for the elimination of per diem and reduction of air freight weight allowance for a cost per trip of $650.

The cost of travel and per diem in the United States has been estimated at $150 in the first year of service. This includes travel from the training site to the job site and for one Peace Corps-sponsored conference.

3. Allowances

We propose to provide each Exchange Volunteer with an allowance of $200 upon his arrival in the United States with which to purchase clothing suitable to our climate. We also propose to provide one day of leave for each month of service in the United States at the daily rate of $10. Though, legally, funds appropriated to carry out the provisions of the Peace Corps Act could be used to pay Exchange Volunteers allowances for living and related expenses, this budget makes no provision therefore. It is expected that most, if not all, Exchange Volunteers' living allowances will be paid from amounts contributed to the Peace Corps by the United States institutions for which Exchange Volunteers work.

4. Health Service

The Peace Corps would provide comprehensive health insurance for each Volunteer. The cost is estimated at $125 for each Volunteer for each year of service.

5. Foreign Students

Foreign students selected to serve in the summer programs would be provided with two weeks of training at a cost of approximately $400 for each student. Travel to and from the training and job sites and a living allowance while on the job would also be provided at an approximate cost of $600 for each student.

C. FUNDING:

Herein provided for these proposed purposes is $1.4 million. It is proposed that any additional fund requirements be met from any excess funds as may develop from host and sponsor contributions. Further, as experience develops with the program a rebalancing of the estimated cost factors would probably be in order and may provide some additional funds. The entire program costs would be periodically reviewed in the context of the total Peace Corps program and adjustments, if necessary, provided on a priority and accomplishment basis within the total appropriation.

ENCOURAGEMENT OF VOLUNTEER SERVICE PROGRAMS (TITLE III)

(In thousands of dollars)

	1965	1966	1967
Obligations	$147	$274	$284

SECTION III: ENCOURAGEMENT OF VOLUNTEER SERVICE PROGRAMS (TITLE III)

It is the function of the National Voluntary Service Program Division (NVSP) of the Peace Corps, under Title III of the Peace Corps Act, as amended, to encourage and assist in the development of other countries' volunteer programs.

During the first six months of FY 1966, NVSP provided technical assistance in recruiting, selecting and training Volunteers to 15 developed and 17 developing countries, ranging from the provision of specific data to consultations and exchanges of teams.

In FY 1967 the efforts and resources of NVSP will focus more directly on the programs of developing countries. It is expected that NVSP will provide technical assistance to 25 developing countries in the form of seminars and individual and team visits.

NVSP also coordinates the Peace Corps' representation of the United States in the International Secretariat of Volunteer Service (ISVS), an international organization created in 1963 to serve as a clearinghouse for information about voluntary service and to provide limited technical assistance to volunteer programs. Four professional and four clerical personnel are detailed to the ISVS, of which seven are from the Peace Corps and one is from AID.

Total Costs: FY 1965 - $147,000
FY 1966 - $274,000
FY 1967 - $284,000

ADMINISTRATIVE EXPENSES

	OBLIGATIONS (In thousands of dollars)		
	1965	1966	1967
A. Personnel	$11,403	$13,105	$14,150
B. Administration Support Operations	5,667	7,210	7,363
C. Travel and Transportation	2,778	3,385	3,687
Total	$19,848	$23,700	$25,200

SECTION IV. ADMINISTRATIVE EXPENSES

OBLIGATIONS BY CATEGORY
(In thousands of dollars)

	1965	1966	1967
A. PERSONNEL:			
Full-time employees	$ 8,498	$ 9,697	$10,705
Part-time employees	581	889	834
Reimbursable details	345	295	264
Overtime	427	400	320
Benefits	1,263	1,517	1,696
Background investigations	289	307	331
Subtotal Personnel Costs	$11,403	$13,105	$14,150
B. ADMINISTRATION SUPPORT OPERATIONS:			
Communications	$ 371	$ 469	$ 498
Rents	327	428	502
Postage and mailing services	503	535	535
Printing	407	413	461
Advertising	155	217	217
Space alterations	87	134	120
Administrative support	2,152	2,740	2,995
Placement Tests	86	82	82
Computer services	135	174	174
Vehicle maintenance	70	80	80
Miscellaneous contractual services	375	588	596
Miscellaneous services other agencies	152	156	159
Supplies and materials	460	535	628
Equipment	324	359	286
Vehicles	62	300	30
Insurance, claims, and indemnities	1	-	-
Sub-total Administration Support Operations	$ 5,667	$ 7,210	$ 7,363
C. TRAVEL AND TRANSPORTATION:			
Operational travel	$ 2,048	$ 2,574	$ 2,691
Transportation of government vehicles	18	88	9
Transportation of materials	61	62	65
Home leave and post assignments	651	661	922
Sub-total Travel and Transportation	$ 2,778	$ 3,385	$ 3,687
Total Administrative Expenses	$19,848	$23,700	$25,200

Funds are required to provide for all administrative expenses of the Peace Corps both overseas and in Washington, including Volunteer recruitment and selection as well as all other agency-wide administrative expense costs. Of the total personnel staffing of the Peace Corps, approximately 95 percent are provided for under this limitation.

It is significant to note that:

a. In the period FY 1962 through FY 1967 these funds will have increased about 2-2/3 times as compared with a Volunteer and Project fund increase of over 4-1/3 times. In 1967, the proportion of these expenses to the total amounts obligated in the appropriation will increase slightly over 1966, primarily due to the proposed Partnership Exchange Program.

Fiscal Year	Percentage of Total Obligations
1963	26.6
1964	23.4
1965	23.2
1966	22.0
1967	22.5

b. There has been a declining proportion of Washington expenses as compared to overseas expenses under this limitation.

Fiscal Year	Percentage	
	Washington	Overseas
1963	72	28
1964	60	40
1965	54	46
1966	53	47
1967	53	47

c. The ratio of Volunteers and trainees to full time staff funded with Administrative Expenses increases:

Year	Ratio
1963	7:1
1964	10:1
1965	12:1
1966	12:1
1967	13:1

These funds are limited by Congress. In addition they are controlled by major category of expense through the financial management system of the Peace Corps. The austerity of these funds and their importance makes them a matter of particular management interest.

Personnel Funded Within Administrative Expenses

Personnel staffing, because it represents the single most significant cost, merits an overall examination. To provide the necessary perspective, the following data is presented:

	Employment End-of-Year				
Overseas Posts	1963	1964	1965	1966	1967
Permanent positions: (full time)	307	356	360	390	440
Americans	165	234	263	325	375
Foreign Nationals	142	122	97	65	65
Other Employment (Intermittent)	16	4	6	6	6
Sub-total Overseas	323	360	366	396	446
Washington					
Permanent positions (full time)	711	663	668	739	781
Other employment (Intermittent)	39	23	37	27	36
Sub-total Washington	750	686	705	766	817

	Employment End-of-Year				
	1963	1964	1965	1966	1967
Combined Staff					
Permanent positions (full time)	1,018	1,019	1,028	1,129	1,221
Other Employment (Intermittent)	55	27	43	33	42
Total	1,073	1,046	1,071	1,162	1,263

The above staffing patterns become particularly meaningful in terms of the numbers of trainees and Volunteers they support:

	Trainees and Volunteers (end of program year)				
	1963	1964	1965	1966	1967
Trainees	2,505	5,170	4,858	5,401	6,037
Volunteers	4,129	5,324	8,034	8,499	10,113
	6,634	10,494	12,892	13,900	16,150

Comparative ratios of one full time staff to Volunteers and Trainees:

	1963	1964	1965	1966	1967
Ratio of Overseas full time staff to Volunteers overseas	13	15	22	22	21
Ratio of Washington full time staff to total Volunteers and Trainees	9	16	19	19	21
Ratio of Combined full time staff to total Volunteers and Trainees	7	10	12	12	13

Cost Categories

To facilitate the review and analysis of our administrative expenses request, we have grouped the related cost data into the following categories:

A. Personnel: Includes salaries of all employees, personnel benefits, education and quarters allowances, overtime, residential rents, and background investigations. These costs are directly relatable to and are generated by the numbers of man years of employment.

B. Administration Support Operations: Includes postage, printing, communications, computer services, State Department administrative support, supplies and materials, advertising, office rents and utilities, etc. These costs are generally related to the number of trainees and Volunteers to be administered and to the number of employees.

C. Travel and Transportation: Includes travel to and from overseas posts, in-country travel for overseas personnel and travel by the Washington staff.

These cost categories are distributed between overseas and Washington as follows:

Obligations
(In thousands of dollars)

Overseas

	1965	1966	1967
A. Personnel	$4,157	$4,838	$5,386
B. Administration Support Operations	3,588	4,622	4,658
C. Travel and Transportation	1,307	1,710	1,886
	$9,052	$11,170	$11,930

Washington

	1965	1966	1967
A. Personnel	$7,246	$8,267	$8,764
B. Administration Support Operations	2,079	2,588	2,705
C. Travel and Transportation	1,471	1,675	1,801
	$10,796	$12,530	$13,270

Total

	1965	1966	1967
A. Personnel	$11,403	$13,105	$14,150
B. Administration Support Operations	5,667	7,210	7,363
C. Travel and Transportation	2,778	3,385	3,687
	$19,848	$23,700	$25,200

Included within the above estimate is $700,000 to support in FY 1967 the Partnership Exchange Program previously described in this presentation. These funds will provide for forty-two full-time positions and minimum amounts for other administrative support.

DETAILED COST CATEGORY JUSTIFICATION

A. PERSONNEL

	In Thousands of Dollars 1966	CHANGE	1967
Overseas	$ 4,838	+$ 548	$ 5,386
Washington	8,267	+ 497	8,764
	$13,105	+ 1,045	$14,150

The tabulations on the opposite page measure:

a. The extent of increase in total administrative man years as compared with the program increase:

		Man Years: Total Administrative Staff		Man Years: Volunteers and Trainees	
Man Year Increase:	(1965 Base)	1,084		10,019	
	1966	+ 108	(1,192)	+2,314	(12,333)
	1967	+ 68	(1,260)	+ 999	(13,332)
Percentage Increase:	1966	+ 10.0		+ 23.1	
	1967	+ 5.7		+ 8.1	

b. The extent of increase in Washington administrative man years as compared with the program increase:

		Man Years: Washington Administrative Staff		Man Years: Volunteers and Trainees	
Man Year Increase:	(1965 Base)	707		10,019	
	1966	+ 78	(785)	+2,314	(12,333)
	1967	+ 47	(832)	+ 999	(13,332)
Percentage Increase:	1966	+ 11.0		+ 23.1	
	1967	+ 5.6		8.1	

PERSONNEL

COMPARATIVE ANALYSIS

	Overseas			Washington			Total		
	1965	1966	1967	1965	1966	1967	1965	1966	1967
1. Full-time Employees ($000)	$ 3,143	$ 3,636	$ 4,056	$ 5,355	$ 6,061	$ 6,649	$ 8,498	$ 9,697	$10,705
US Citizens ($000)	2,916	3,450	3,924	5,355	6,061	6,649	8,271	9,511	10,573
(Man Years)	(256)	(304)	(351)	(653)	(699)	(751)	(909)	(1,003)	(1,102)
(Average Cost $)	(11,391)	(11,349	(11,179)	(8,201)	(8,671)	(8,854)	(9,099)	(9,483)	(9,594)
Foreign Nat'ls ($000)	227	186	132				227	186	132
(Man Years)	(115)	(90)	(64)				(115)	(90)	(64)
(Average Cost $)	(1,974)	(2,067)	(2,067)				(1,974)	(2,067)	(2,067)
2. Part-time Employees ($000)	25	62	62	556	827	772	581	889	834
(Man Years)	(6)	(13)	(13)	(54)	(86)	(81)	(60)	(99)	(94)
(Average Cost $)	(4,167)	(4,769)	(4,769)	(10,296)	(9,616)	(9,531)	(9,683)	(8,980)	(8,872)
3. Reimbursable Details ($000)	39	40	44	306	255	220	345	295	264
(Man Years)	(3)	(3)	(3)	(20)	(17)	(15)	(23)	(20)	(18)
(Average Cost $)	(13,000)	(13,333)	(14,666)	(15,300)	(15,000)	(14,666)	(15,000)	(14,750)	(14,666)
4. Overtime ($000)	17	25	20	410	375	300	427	400	320
5. Benefits & Allowances ($000)	933	1,075	1,204	330	442	492	1,263	1,517	1,696
(Man Years)	(261)	(314)	(361)	(707)	(785)	(832)	(968)	(1,099)	(1,139)
(Average Cost $)	(3,575	(3,424)	(3,335)	(467)	(563)	(591)	(1,305)	(1,380)	(1,489)
6. Background Investigations ($000)		-	-	289	307	331	289	307	331
(No. Initiated)				(547)	(565)	(614)	(547)	(565)	(614)
(Average Cost $)				(528)	(543)	(539)	(528)	(543)	(539)
	$4,157	$4,838	$5,386	$7,246	$8,267	$8,764	$11,403	$13,105	$14,150

DETAILED COST CATEGORY JUSTIFICATION

A. PERSONNEL

	In Thousands of Dollars		
	1966	CHANGE	1967
Overseas	$ 4,838	+$ 548	$ 5,386
Washington	8,267	+ 497	8,764
	$13,105	+ 1,045	$14,150

The tabulations on the opposite page measure:

a. The extent of increase in total administrative man years as compared with the program increase:

		Man Years			
		Total Administrative Staff		Volunteers and Trainees	
Man Year Increase:	(1965 Base)	1,084		10,019	
	1966	+ 108	(1,192)	+2,314	(12,333)
	1967	+ 68	(1,260)	+ 999	(13,332)
Percentage Increase:	1966	+ 10.0		+ 23.1	
	1967	+ 5.7		+ 8.1	

b. The extent of increase in Washington administrative man years as compared with the program increase:

		Man Years			
		Washington Administrative Staff		Volunteers and Trainees	
Man Year Increase:	(1965 Base)	707		10,019	
	1966	+ 78	(785)	+2,314	(12,333)
	1967	+ 47	(832)	+ 999	(13,332)
Percentage Increase:	1966	+ 11.0		+ 23.1	
	1967	+ 5.6		8.1	

The increase in man year cost reflected in FY 1966 over FY 1965 is largely attributable to the pay raise effective for three fourths of the year and required in-grade increases and to a much lesser extent the conversion from general schedule to foreign service scales. (Benefits and allowances parallel this requirement.)

The increase in man year costs reflected in FY 1967 over FY 1966 is attributable to the annualization of the pay raise and required in-grade increases. (Benefits and allowances parallel this requirement.)

The number and costs of reimbursable detailed personnel (personnel detailed from other government agencies to the Peace Corps and paid by the Peace Corps) have been significantly reduced both in numbers and costs.

Overtime costs have been emphatically reduced -- a 6% reduction in FY 1966 over the FY 1965 amount and a 20% reduction in FY 1967 over the FY 1966 amount.

B. ADMINISTRATION SUPPORT OPERATIONS:

	In Thousands of Dollars		
	1966	Change	1967
Overseas	$4,622	+ 36	$4,658
Washington	2,588	+ 117	2,705
	$7,210	+ 153	$7,363

This subactivity includes obligations that are necessary in day-to-day operations, and to a significant extent are directly related to the number of trainees and Volunteers in the program. It represents about 29% of the total fund requirements under the limitation for Administrative Expenses. Estimates of fund requirements for Washington and overseas posts, by major category of expense included therein, follow.

1. Communications:

	1966	1967
Overseas	$144,000	$150,000
Washington	325,000	348,000
	$469,000	$498,000

This includes telephone service, cables, and telegraph, and teletype services including the utilization of the Federal Telecommunications System and other Government-leased facilities. Additional funds requested are related to the increased Volunteer strength and to staffing overseas.

2. Rents:

	1966	1967
Overseas	$242,000	$279,000
Washington	186,000	223,000
	$428,000	$502,000

For rental of office and storage space, and rental of automatic data processing equipment and copying machines. The increase in funds requested for 1967 for headquarters provides for a full year rental rate for 18,000 square feet of office space acquired by General Services Administration in September 1965, and space for the staff engaged with direction and administration of the proposed Partnership Exchange Program.

Additional funds are also requested to provide overseas posts with office and storage space necessary to accomodate the increase in staff. The estimate contemplates an increase in the space required from 220,000 square feet in 1966 to 254,000 square feet in 1967, at an average annual rental rate of $1.10 per square foot.

3. Postage and Mailing Services:

	1966	1967
Overseas	$ 50,000	$ 50,000
Washington	485,000	485,000
	$535,000	$535,000

Covers the costs of postage fees and bulk mailing service to applicants, trainees and Volunteers, fees and postage for overseas mail and all other postage requirements necessary to conduct Peace Corps operations. Also included are contractual services for packaging, addressing, and shipping of publications and brochures.

4. Printing:

	1966	1967
Overseas	$ 13,000	$ 13,000
Washington	400,000	448,000
	$413,000	$461,000

Printing of application forms and brochures which are supplied to post offices, educational institutions, private and public organizations; newsletters and newspapers to disseminate information on programs and activities of Volunteers; instructions and handbooks for guidance of Volunteers and staff; and printing of letterheads, office forms, and forms and cards for automatic data processing operations.

5. Advertising:

1966	1967
$217,000	$217,000

Provides for materials, communications, transportation, and other out-of-pocket expenses of the National Advertising Council, Inc. (a non-profit organization), for the preparation and production of advertising materials; the distribution of the materials to advertisers, and the solicitation of contributed advertising space and time for use of the materials. Also provides for printing and editing of films and recordings, and film distribution service. The obligations for services of the National Advertising Council are estimated at $85,500 for 1966 and 1967. The Peace Corps ranked third largest of the Advertising Council's public service projects in 1964, and was in second place in 1965. The dollar value of the contributed time and space under the advertising campaign is estimated at $23.4 million in 1965, and $25 million for 1966.

6. Space Alterations:

	1966	1967
Overseas	$ 74,000	$ 70,000
Washington	60,000	50,000
	$134,000	$120,000

The estimated funds provide for space alterations and related moving of office furniture and equipment; and for overseas posts the request also provides for building repairs for offices and residences leased by the Peace Corps.

The increasing workload necessitates additional staff overseas and reassignment of functions and organizational changes at headquarters. This in turn requires space alterations and moving of office furniture and equipment for maximum manpower efficiency and space utilization. In Washington, the General Services Administration alters the space and handles related moves of furniture and equipment on a reimbursable basis.

7. Dept. of State Administrative Support:

	1966	1967
Overseas	$2,550,000	$2,805,000
Washington	190,000	190,000
	$2,740,000	$2,995,000

The State Department provides administrative support services overseas; such as accounting and financial reporting, disbursing and payrolling; custom clearance and baggage handling; communication services; recruitment of foreign nationals and wage administration; purchasing and property management services; office and residential leasing; security inspection and guard services. The increased costs result from the increased Volunteer strength overseas and the related administrative support requirements. These costs are subject to periodic negotiation with the State Department.

8. Placement Tests:

	1966	1967
	$ 82,000	$ 82,000

The Civil Service Commission administers placement tests to applicants for Volunteer service and scores the tests. During 1965, this cost was $86,000. The installation by the CSC of an automated system for scoring placement tests has reduced costs for FY 1966 and 1967.

9. Computer Services:

1966	1967
$174,000	$174,000

Computer service is provided by the Agency for International Development which also establishes the amounts of reimbursement for this service. The computer data is required in the selection process and is based on information contained in the thousands of applications received by the Peace Corps. The Peace Corps is studying the potential economies and requirements for the acquisition of "in-house" computer services.

10. Vehicle Maintenance:

	1966	1967
Overseas	$ 80,000	$ 80,000

The estimate provides for contractual repair and maintenance of vehicles operated by the overseas staff. In many overseas locations, facilities for preventative maintenance service is very limited or nonexistent. Although only "jeep" type vehicles are purchased, the rugged usage and lack of adequate maintenance facilities results in high maintenance and repair costs. The estimate contemplates contractual maintenance and repair for an average of 270 administrative vehicles in 1966 and 1967 at a cost of about $300 per "vehicle year."

11. Miscellaneous Contractual Services:

	1966	1967
Overseas	$388,000	$390,000
Washington	200,000	206,000
	$588,000	$596,000

Included herein are contractual custodial and janitorial services overseas; language instruction to staff; newspaper clipping services; photographic, engraving and laminating services; repair and maintenance of office machines and furniture; repair of residential furniture overseas; drayage services; key punch service; entertainment and representation expenses, and storage of personal effects for employees assigned overseas.

12. Miscellaneous Services of Other Government Agencies:

	1966	1967
Overseas	$ 77,000	$ 80,000
Washington	79,000	79,000
	$156,000	$159,000

The estimate provides for the distribution and handout of recruiting material by post offices, translation services by State Department, supply services by West Africa Central Associated Supply Center, State Department, health services by PHS, language instruction and testing, and other services by State Department.

13. Supplies and Materials:

	1966	1967
Overseas	$390,000	$477,000
Washington	145,000	151,000
	$535,000	$628,000

For provision of office supplies; automotive parts and vehicle operating supplies; materials for repair of offices and residences overseas; janitorial supplies; technical publications and periodicals; heating of offices and residences overseas, etc. The increase is related to the additional overseas staff and Volunteer strength in FY 1967.

14. Equipment: (Other than motor vehicles)

	1966	1967
Overseas	$314,000	$234,000
Washington	45,000	52,000
	$359,000	$286,000

Funds are requested to provide for replacement of furniture and equipment, as well as additional furniture and equipment required by the increase in employment, as follows:

	($000)								
	Overseas			Washington			Total		
	1965	1966	1967	1965	1966	1967	1965	1966	1967
Office furniture and equipment	$130	$150	$115	$ 36	$ 43	$ 50	$166	$193	$165
Residential furnishings	148	150	105	-	-	-	148	150	105
Other equipment	10	14	14	2	2	2	12	16	16
	$288	$314	$234	$ 38	$ 45	$ 52	$326	$359	$286

a. Office Furniture and Equipment: The Peace Corps is deliberately restricting the total funds for these purposes to absolute minimums and in FY 1967 will administratively reduce the funds applicable to replacement.

Overseas

	1965	1966	1967
Replacement	$118,400	$130,000	$95,000
New Requirements:			
29 Employees @ $400	11,600		
50 Employees @ $400		20,000	
50 Employees @ $400			20,000
Sub-Total	$130,000	$150,000	$115,000
Washington			
New and Replacement Requirements	36,000	43,000	50,000
	$166,000	$193,000	$165,000

b. Residential Furnishings: The funds requested in 1967 for residential furnishings are restricted, and it is intended to control the obligations accordingly.

Overseas

	1965	1966	1967
Replacement	$ 61,000	$ 25,000	$ 5,000
New requirements:			
29 Employees @ $3,000	87,000		
50 Employees @ $2,500		125,000	
50 Employees @ $2,000			100,000
	$148,000	$150,000	$105,000

c. Other Equipment: Included herein are funds for light transportation equipment overseas such as bicycles and boats; and nonexpendable items such as metal shelving for open files, and mail sorting racks.

15. Vehicles:

	1966	1967
Overseas	$300,000	$ 30,000

The estimate contemplates purchase of 100 vehicles in 1966 and 10 in 1967 to replace vehicles beyond economical repair and maintenance. Vehicles used overseas are "jeep" type, for which the general criteria for replacement are 30,000 miles or three years of operation. It is anticipated that an average of 270 administrative vehicles will be in operation during 1966 and 1967.

The ratio of full time staff overseas to administrative vehicles is estimated at 1.6 to 1 in 1967, as compared to 1.4 to 1 for 1966 and 1965.

C. TRAVEL AND TRANSPORTATION

	(In Thousands of Dollars)		
	1966	Change	1967
Overseas	$1,710	+$ 176	$1,886
Washington	1,675	+ 126	1,801
	$3,385	+ 302	$3,687

Provides for operational travel and transportation expenses overseas; and Washington travel in connection with recruitment and selection activities, direction of programs, and normal management functions.

	1966	1967
Operational travel:		
Overseas	$ 906,000	$ 906,000
Washington	1,668,000	1,785,000
	2,574,000	2,691,000
Transportation of materials:		
Overseas	55,000	49,000
Washington	7,000	6,000
	62,000	55,000
Transportation of Government vehicles:		
Overseas		
100 vehicles @ $880	88,000	
10 vehicles @ $880		9,000
Home leave and post assignments:		
Home leave travel		
20 trips @ $1,700	34,000	34,000
Post assignments & return		
212 trips @ $1,700	360,000	
300 trips @ $1,700		510,000
Transportation of personal effects		
212 shipments @ $1,260	267,000	
300 shipments @ $1,260		378,000
	$ 661,000	$ 922,000

STATISTICAL ABSTRACT

PROGRAM SUMMARIES

PROGRAM SUMMARIES

1. Volunteer and Trainee Strength - 1962-1967
2. Volunteer and Trainee Strength by Geographic Area - 1962-1967
3. Volunteer and Trainee Strength by Category of Programs- 1964-1967
4. Volunteer and Trainee Strength by Category of Programs and Geographic Area - 1965-1967
5. PCT Input, Completion of Service, Early Terminations - Estimate PY 1966
6. PCT Input, Completion of Service, Early Terminations - Estimat PY 1967
7. Total Employment Data

1. VOLUNTEER AND TRAINEE STRENGTH

End of Program Year	Number
1962	3,578
1963	6,634
1964	10,494
1965	12,892
1966	13,900
1967	15,350*

2. VOLUNTEER AND TRAINEE STRENGTH BY GEOGRAPHIC AREA

	ACTUAL				ESTIMATED	
	August 31				August 31	
	1962	1963	1964	1965	1966	1967
Africa	1,045	2,004	3,280	3,838	3,935	4,350
Far East	799	1,177	1,247	1,836	1,992	2,200
Latin America	1,230	2,466	4,249	4,621	4,713	5,200
NANESA	504	987	1,718	2,597	3,260	3,600
TOTAL	3,578	6,634	10,494	12,892	13,900	15,350*

*Excludes 800 Partnership Exchange Volunteers

3. VOLUNTEERS AND TRAINEES BY CATEGORY OF PROGRAMS
(Excludes Partnership Exchange Volunteers)

CATEGORY OF PROGRAMS	31 August 1964	31 August 1965	31 August 1966	31 August 1967
Agricultural Extension	844	1,159	1,275	1,410
Community Action:				
Rural	1,899	2,299	2,440	2,690
Urban	816	1,045	1,085	1,195
Education:				
Elementary	570	986	1,030	1,135
Secondary	3,717	4,623	5,030	5,555
University	610	343	355	395
Adult	66	87	95	110
Vocational	135	355	380	415
Physical	280	172	180	205
Health	1,130	1,360	1,500	1,655
Multipurpose	1	1	-	-
Public Works	342	306	350	385
Lawyers	17	9	10	15
Public Administration	67	147	170	185
TOTAL	10,494	12,892	13,900	15,350

4. VOLUNTEERS AND TRAINEES BY CATEGORY OF PROGRAMS BY GEOGRAPHIC AREA (PROGRAM YEAR)

(Excludes Partnership Exchange Volunteers)

CATEGORY OF PROGRAMS	TOTAL			AFRICA			FAR EAST			LATIN AMERICA			N. AFRICA, NEAR EAST & S. ASIA		
	1965	1966	1967	1965	1966	1967	1965	1966	1967	1965	1966	1967	1965	1966	1967
Agricultural Extension	1,159	1,275	1,410	223	230	255	-	-	-	551	560	620	385	485	535
Community Action:															
Rural	2,299	2,440	2,690	310	315	345	172	185	200	1,443	1,470	1,625	374	470	520
Urban	1,045	1,085	1,195	54	55	60	8	10	15	895	910	1,000	88	110	120
Education:															
Elementary	986	1,030	1,135	606	620	685	346	375	410	34	35	40	--	--	--
Secondary	4,623	5,030	5,555	2,165	2,220	2,455	1,050	1,140	1,260	401	410	450	1,007	1,260	1,390
University	343	355	395	24	25	30	44	45	50	265	270	295	10	15	20
Adult	87	95	110	57	61	65	21	24	30	9	10	15	--	--	--
Vocational	355	380	415	147	150	165	80	88	95	81	82	90	47	60	65
Physical	172	180	205	6	7	10	--	--	--	158	163	180	8	10	15
Health	1,360	1,500	1,655	94	95	105	115	125	140	709	725	800	442	555	610
Multipurpose	1	--	--	--	--	--	--	--	--	--	--	--	1	--	--
Public Works	306	350	385	112	115	125	--	--	--	48	50	55	146	185	205
Lawyers	9	10	15	9	10	15	--	--	--	--	--	--	--	--	--
Public Administration	147	170	185	31	32	35	--	--	--	27	28	30	89	110	120
TOTAL	12,892	13,900	15,350	3,838	3,935	4,350	1,836	1,992	2,200	4,621	4,713	5,200	2,597	3,260	3,600

5. PCT INPUT, COMPLETION OF SERVICE, EARLY TERMINATIONS

Estimate PY 1966

	Month	Input of Trainees		Completion of Service	Early Terminations
		Regular	Advance		
Actual	September	353		273	55
	October	680		204	43
	November	167		159	95
	December	13		190	40
	January	8		235	47
	February	782		177	72
	March	658		79	97
Estimated	April	100		438	51
	May	36		124	50
	June	3525	825	1518	50
	July	1053	-	1086	50
	August	1000	-	717	50
	TOTAL	8375	825	5200	700

6. PCT INPUT, COMPLETION OF SERVICE, EARLY TERMINATIONS

Estimate PY 1967

Month	Input of Trainees Regular	Input of Trainees Advance	Completion of Service	Early Terminations
September	400		375	65
October	800		345	65
November	150		130	55
December	-		150	55
January	200		100	55
February	1000		400	55
March	300		100	60
April	-		100	55
May	-		120	55
June	4100	650	1765	60
July	1125	250	695	60
August	1125		1120	60
TOTAL	9200	900	5400	700

7. TOTAL EMPLOYMENT DATA

	END-OF-YEAR					
	1962	1963	1964	1965	1966	1967
OVERSEAS:						
Posts:						
Permanent:	121	307	356	360	390	440
Americans	80	165	234	263	325	375
Foreign Nationals	41	142	122	97	65	65
Other employment	--	16	4	6	6	6
SUBTOTAL	121	323	360	366	396	446
Training Sites:						
Permanent	48	32	26	23	49	49
Other employment	1	--	--	--	--	--
SUBTOTAL - Training Sites	49	32	26	23	49	49
WASHINGTON:						
Permanent	523	716	673	678	751	793
Other employment	91	39	23	37	27	36
SUBTOTAL - Washington	614	755	696	715	778	829
SUMMARY:						
Permanent	692	1,055	1,055	1,061	1,190	1,282
Other employment	92	55	27	43	33	42
TOTAL	784	1,110	1,082	1,104	1,223	1,324

FINANCIAL SUMMARIES

FINANCIAL SUMMARIES

1. Reconciliation of FY 1965 Appropriation to FY 1967 Estimate
2. Summary of Obligations - 1962-1967
3. Schedule of Obligations by Purpose - 1965-1967
4. Schedule of Obligations by Object Classification - 1965-1967
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7. Schedule of Host Country Contributions - 1963-1967
8. Average Cost Per Volunteer - 1963-1967
9. Average Cost Per Volunteer by Month - 1967

1. RECONCILIATION OF FY 1965 APPROPRIATION TO 1967 ESTIMATE

(In thousands of dollars)

TOTAL NOA			VOLUNTEER & PROJECT COSTS		ADMINISTRATIVE EXPENSES
$104,100	FY 1965 Appropriation		$81,392		$22,708
-7	Transfer to General Services Administration				-7
$104,093	Net Obligational Authority		$18,392		$22,701
-18,644	Unobligated balance		-17,908		-736
$ 85,449	FY 1965 Obligations		$63,484		$21,965
	Transfer of research, doctors and nurses overseas, and activities authorized by Title III to Volunteer and Project Costs		+ 2,117		-2,117
	Comparative total for 1965		$65,601		$19,848
	Changes:				
	Pre-selection expenses	$+6,246			
	Overseas Volunteer expenses	+9,591			
	Readjustment Allowances	+2,536			
	Title III Programs	+ 127			
	Research	- 101			
+18,399	Sub-total Volunteer and Project Costs		+18,399		
	Recruitment			$+ 528	
	Selection			+ 262	
	Other Washington Operations			+ 944	
	Overseas Operations			+2,118	
+ 3,852	Sub-total Administrative Expenses				+3,852
$107,700	FY 1966 Obligations		$84,000		$23,700

1. RECONCILIATION OF FY 1965 APPROPRIATION TO 1967 ESTIMATE
(In thousands of dollars)--Continued.

TOTAL NOA			VOLUNTEER & PROJECT COSTS		ADMINISTRATIVE EXPENSES
$107,700	FY 1966 Obligations		$84,000		$23,700
	Changes:				
	Pre-selection expenses	+ 311			
	Overseas Volunteer expenses	+ 21			
	Readjustment allowances	+ 758			
	Title III Programs	+ 10			
	Partnership Exchange Program	+1,400			
	Research	+ 450			
+ 2,950	Sub-total Volunteer and Project Costs		$ 2,950		
	Recruitment			+ 50	
	Selection			+ 5	
	Partnership Exchange Program			+ 700	
	Other Washington Operations			- 15	
	Overseas Operations			+ 760	
+ 1,500	Sub-total Administrative Expenses				+ 1,500
$112,150	FY 1967 Estimate		$86,950		$25,200

2. SUMMARY OF OBLIGATIONS

		Fiscal Years ($ Millions)					
		1962	1963	1964	1965	1966	1967
Administrative Expenses:	$	9.5	14.5	17.8	19.8	23.7	25.2
	%	(32.2)	(26.5)	(23.4)	(23.2)	(22.0)	(22.5)
Volunteer & Project Costs:	$	20.0	40.2	58.4	65.6	84.0	87.0
	%	(67.8)	(73.5)	(76.6)	(76.8)	(78.0)	(77.5)
TOTAL	$	29.5	54.7	76.2	85.4	107.7	112.2

3. SCHEDULE OF OBLIGATIONS BY PURPOSE

	1965	1966	1967
Administrative Expenses	$19,848	$23,700	$ 25,200
Recruitment	1,807	2,335	2,385
Selection	1,953	2,215	2,221
Partnership Exchange	---	---	700
Other Washington Operations	7,036	7,980	7,964
Overseas Operations	9,052	11,170	11,930
Volunteer & Project Costs	$65,601	$84,000	$ 86,950
Pre-Training	3,900	4,123	4,663
Training	22,951	28,974	28,745
Overseas	29,003	38,594	38,615
Readjustment Allowance	8,999	11,535	12,293
Research	601	500	950
Partnership Exchange (Proposed Title II)	---	---	1,400
Title III Activities	147	274	284
TOTAL	$85,449	$107,700	$112,150

4. SUMMARY -- OBLIGATIONS BY OBJECT
(In thousands of dollars)

		1965	1966	1967
11.	Personnel compensation:			
	Permanent positions	$ 8,818	$10,204	$ 11,255
	Positions other than permanent	596	899	844
	Other personnel compensation	11,566	13,230	14,220
	Total personnel compensation	$20,931	$24,333	$ 26,319
12.	Personnel benefits	11,233	17,660	18,381
21.	Travel and transportation	11,283	14,017	15,989
22.	Transportation of things	2,503	2,639	2,923
23.	Rents, communications and utilities	2,295	2,972	3,298
24.	Printing	409	439	488
25.	Other services	25,918	33,366	31,799
	Services other agencies	6,514	7,782	8,625
26.	Supplies and materials	2,906	2,859	2,984
31.	Equipment	1,382	1,628	1,340
42.	Insurance, claims and indemnities	27	5	5
	Total obligations	$85,449	$107,700	$112,150

5. VOLUNTEER & PROJECT COSTS

OBLIGATIONS BY OBJECT
(In thousands of dollars)

		1965	1966	1967
11.	Personnel compensation:			
	Permanent positions	$ 320	$ 507	$ 550
	Positions other than permanent	15	10	10
	Other personnel compensation	10,794	12,535	13,636
	Total personnel compensation	$11,130	$13,052	$14,196
12.	Personnel benefits	10,373	16,573	17,273
21.	Travel and transportation	8,860	11,049	12,753
22.	Transportation of things	2,148	2,222	2,471
23.	Rents, communications and utilities	746	1,170	1,235
24.	Printing	2	26	27
25.	Other services	25,175	32,287	30,726
	Services other agencies	3,700	4,323	4,834
26.	Supplies and materials	2,446	2,324	2,356
31.	Equipment	996	969	1,024
42.	Insurance, claims and indemnities	25	5	5
	Total obligations	$65,601	$84,000	$86,950

6. ADMINISTRATIVE EXPENSES

OBLIGATIONS BY OBJECT
(In thousands of dollars)

		1965	1966	1967
11.	Personnel compensation:			
	Permanent positions	$ 8,498	$ 9,697	$10,705
	Positions other than permanent	581	889	834
	Other personnel compensation	773	695	584
	Total personnel compensation	$ 9,851	$11,281	$12,123
12.	Personnel benefits	860	1,087	1,108
21.	Travel and transportation	2,423	2,968	3,235
22.	Transportation of things	355	417	452
23.	Rents, communications and utilities	1,549	1,802	2,063
24.	Printing	407	413	461
25.	Other services	743	1,079	1,073
	Services other agencies	2,814	3,459	3,741
26.	Supplies and materials	460	535	628
31.	Equipment	336	659	316
42.	Insurance, claims and indemnities	1	---	---
	Total obligations	$19,848	$23,700	$25,200

7. HOST COUNTRY CONTRIBUTIONS BY REGION
(In thousands of dollars)

	ACTUAL			ESTIMATED	
	1963	1964	1965	1966	1967
AFRICA	$1,311	$1,832	$2,718	$2,999	$3,400
FAR EAST	333	492	251	436	440
LATIN AMERICA	184	232	172	216	235
NANESA	172	234	315	433	500
TOTAL	$2,000	$2,790	$3,456	$4,084	$4,575

8. AVERAGE COST PER VOLUNTEER

DIRECT COSTS	1963 Factor	1964 Factor	1965 Factor	1966 Factor	1967 Factor
PRE-SELECTION					
Background investigation	$ 448	$ 483	$ 532	$ 547	$ 553
Medical exam	23	27	31	31	31
Travel	298	325	333	333	333
Training	2,477	2,983	3,102	3,324	3,324
Readjustment allowance	259	312	312	331	332
TOTAL PRE-SELECTION	$ 3,505	$ 4,130	$ 4,310	$ 4,566	$ 4,573
POST-SELECTION					
Travel--International	$ 1,493	$ 1,450	$ 1,518	$ 1,468	$ 1,418
Equipment & supplies	830	625	415	371	363
Vehicles	750	238	217	173	165
Housing	1,240	310	239	201	186
Overseas training	100	65	85	90	86
Readjustment allowance	1,638	1,638	1,638	1,753	1,758
Settling-in & living allowance	2,750	2,420	2,386	2,505	2,428
Leave allowance	273	336	338	338	338
Clothing allowance	200	200	200	150	150
In-country travel	225	126	224	239	238
Medical care	900	695	676	704	751
TOTAL POST-SELECTION	$10,399	$ 8,103	$ 7,936	$ 7,992	$ 7,881
TOTAL DIRECT COST FOR TOUR OF SERVICE	$13,904	$12,233	$12,246	$12,558	$12,454
ANNUAL DIRECT COST	6,952	6,117	6,123	5,910	5,861
INDIRECT COSTS					
Research	27	55	45	34	60
Title III Activities	4	12	11	19	18
Contract-administered projects	296	268	132	216	181
Administrative expenses	1,795	1,762	1,498	1,609	1,553
ANNUAL INDIRECT COST	2,122	2,097	1,686	1,878	1,812
AVERAGE ANNUAL COST	$ 9,074	$ 8,214	$ 7,809	$ 7,788	$ 7,673

9. AVERAGE COST PER VOLUNTEER - BY MONTH - FY 1967

Direct Costs		
Month - 2 (two months prior to beginning of service)	$ 4,008	
Month - 1 (one month prior to beginning of service)	1,042	
Month 1	111	
Month 2	111	
Month 3	111	
Month 4 through 25½	6,362	
Month 25½ (additional cost)	709	
Total Direct Cost for Tour of Service (25½ months)	$12,454	
Annual Direct Cost		$5,861
Indirect Costs		
Research	60	
Title III Activities	18	
Contract administered projects	181	
Administrative expenses	1,553	
Indirect cost		1,812
AVERAGE ANNUAL COST PER VOLUNTEER		$7,673

VOLUNTEER & TRAINEE INFORMATION

VOLUNTEER AND TRAINEE INFORMATION
AS OF DECEMBER 31, 1965

1. By country
2. Age
3. Levels of education
4. Marital status
5. Legal residence
6. Career plans of returned volunteers
7. Initial activities and current status of the first 650 Volunteers to complete service
8. Volunteers and trainees by category of programs by geographic area

1. VOLUNTEERS AND TRAINEES - BY COUNTRY
(As of December 31, 1965)

AFRICA	3,711	LATIN AMERICA	4,023
Cameroon	123	Barbados/St. Lucia	47
Ethiopia	587	Bolivia	317
Gabon	52	Brazil	652
Ghana	109	British Honduras	48
Guinea	88	Chile	468
Ivory Coast	74	Columbia	582
Kenya	201	Costa Rica	85
Liberia	439	Dominican Republic	105
Malawi	290	Ecuador	314
Niger	81	El Salvador	60
Nigeria	700	Guatemala	70
Senegal	78	Honduras	118
Sierra Leone	268	Jamaica	85
Somali	86	Panama	242
Tanzania	403	Peru	417
Togo	75	Uruguay	51
Uganda	57	Venezuela	362

1. VOLUNTEERS AND TRAINEES - BY COUNTRY (Continued)
(As of December 31, 1965)

FAR EAST	1,681	NANESA	2,411
Malaysia	658	Afghanistan	187
Philippines	644	India	754
Thailand	379	Iran	277
		Morocco	129
		Nepal	199
		Pakistan	47
		Tunisia	218
		Turkey	600

GRAND TOTAL 11,826

2. Volunteers and Trainees-by age
(As of December 31, 1965)

	20 & Under	21/25	26/30	31/40	41/50	51/60	61/70	71/80	Total	Average
Male	111	5,846	839	155	48	29	16	4	7,048	23.7
Female	74	3,884	509	120	62	63	59	7	4,778	24.4
Total	185	9,730	1,348	275	110	92	75	11	11,826	23.9

3. Volunteers and Trainees-by levels of education
(As of December 31, 1965)

High School	College But No Degree	Graduate Nurses	Associate Degree	College Degree	Post Graduate Degree	Total
344	1,179	185	176	9,150	792	11,826

4. Volunteers and Trainees-by marital status
(As of December 31, 1965)

Married Couples Serving as PCV's			Total Couples	Married to Other than PCV			Single	Total
Entered Training	Prior to Departure	While Overseas		Entered Training	Prior to Departure	While Overseas		
804	7	87	898	2	--	30	9,998	11,826

Single -	9,998
Married-	1,828
Total	11,826

5. VOLUNTEERS AND TRAINEES - LEGAL RESIDENCE

(As of December 31, 1965)

	REGION IN WHICH SERVING				
Legal Residence	Africa	Far East	Latin America	NANESA	Total
Alabama	28	5	16	10	59
Alaska	7	2	5	4	18
Arizona	21	13	37	21	92
Arkansas	22	6	23	11	62
California	511	253	706	334	1,804
Colorado	67	38	81	52	238
Connecticut	114	41	80	59	294
Delaware	11	3	4	3	21
District of Columbia	24	7	26	14	71
Florida	61	34	81	36	212
Georgia	26	14	20	15	75
Hawaii	12	16	13	7	48
Idaho	8	8	19	12	47
Illinois	207	98	217	142	664
Indiana	63	29	89	51	232
Iowa	59	34	85	48	226
Kansas	44	22	54	23	143
Kentucky	34	14	22	23	93
Louisiana	24	10	15	4	53
Maine	32	8	29	25	94
Maryland	64	26	67	41	198
Massachusetts	167	86	165	137	555
Michigan	194	68	153	107	522

5. VOLUNTEERS AND TRAINEES - LEGAL RESIDENCE (Continued)

(As of December 31, 1965)

	REGION IN WHICH SERVING				
Legal Residence	Africa	Far East	Latin America	NANESA	Total
Minesota	123	58	128	85	394
Mississippi	9	1	10	7	27
Missouri	57	27	62	30	176
Montana	17	9	30	14	70
Nebraska	34	15	40	16	105
Nevada	5	2	13	1	21
New Hampshire	24	17	22	14	77
New Jersey	132	75	132	97	436
New Mexico	8	8	23	5	44
New York	521	169	432	267	1,389
North Carolina	40	18	38	29	125
North Dakota	12	6	16	6	40
Ohio	186	75	175	116	552
Oklahoma	32	7	31	16	86
Oregon	62	31	80	54	227
Pennsylvania	187	99	188	127	601
Rhode Island	17	13	12	10	52
South Carolina	10	7	11	8	36
South Dakota	17	7	9	5	38
Tennessee	37	12	23	26	98
Texas	71	40	153	61	325
Utah	14	4	27	22	67
Vermont	17	7	15	12	51

5. VOLUNTEERS AND TRAINEES - LEGAL RESIDENCE (Continued)
(As of December 31, 1965)

	REGION IN WHICH SERVING				
Legal Residence	Africa	Far East	Latin America	NANESA	Total
Virginia	50	23	39	35	147
Washington	96	57	124	88	365
West Virginia	15	8	18	6	47
Wisconsin	108	47	146	67	368
Wyoming	8	4	16	8	36
Puerto Rico	--	--	3	--	3
Virgin Islands	2	--	--	--	2
Grand Totals	3,711	1,681	4,023	2,411	11,826

6. CAREER PLANS OF RETURNED VOLUNTEERS

			Number	Percent
Continuing education			2,358	35.8
Graduate study		1,673		
Undergraduate and Other		685		
Employed			3,435	52.2
Education:				
College and university	165			
Elementary and secondary	616			
School administrators, etc.	332			
Sub-total		1,113		
Federal Government:				
Peace Corps	292			
State Department	14			
U.S. Information Agency	14			
Agency for International Development	115			
Office of Economic Opportunity	39			
Other domestic agencies	295			
Congressional staff	6			
Sub-total		775		
State and Local Governments:				
States	94			
Counties	89			
Municipalities	66			
Local projects (sponsored by Office of Economic Opportunity)	23			
Sub-total		272		

		Number	Percent
Job Corps Centers	71		
VISTA Volunteers	14		
International Organization and Foreign Governments	45		
Health, social service, and non-profit organizations	454		
Other (business and profit making)	691		
Other Activities		789	12.0
Extended Peace Corps Service	334		
Housewife	288		
Military service	115		
Traveling	26		
Retired	26		
Total returned Volunteers		6,582	

7. INITIAL ACTIVITIES AND CURRENT STATUS OF THE FIRST 650 VOLUNTEERS TO COMPLETE SERVICE

There follows a comparison of the activities of returned Volunteers six months after service (March 1964) and almost three years after service (April 1966).

	March 1964	April 1966
Continuing Education	42%	27%
Graduate	28%	23%
Undergraduate & Other	14%	4%
Employed	38%	62%
Peace Corps	9%	8%
Other Government	4%	16%
Social Service, Health, & Non-Profit Organizations	4%	8%
Business and Profit Making	8%	10%
Teaching	13%	20%
Other	20%	11%
Extended Peace Corps Service	7%	--
Housewife	5%	8%
Military Service	2%	3%
Traveling	6%	--

8. VOLUNTEERS AND TRAINEES BY CATEGORY OF PROGRAMS BY GEOGRAPHIC AREA AS OF DECEMBER 31, 1965

CATEGORY OF PROGRAMS	TOTAL	AFRICA	FAR EAST	LATIN AMERICA	N. AFRICA NEAR EAST& S. ASIA
Agricultural Extension	1,006	212	---	436	358
Community Action:					
Rural	2,239	310	251	1,378	300
Urban	949	40	8	741	160
Education:					
Elementary	1,116	621	437	58	---
Secondary	4,117	2,130	739	262	986
University	344	27	43	237	37
Adult	69	69	---	---	---
Vocational	354	68	88	155	43
Physical	134	4	---	127	3
Health	1,197	106	115	584	392
Multipurpose	1	---	---	---	1
Public Works	248	98	---	45	105
Lawyers	4	4	---	---	---
Public Administration	48	22	---	---	26
TOTAL	11,826	3,711	1,681	4,023	2,411

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